DOCUMENT RESUME

ED 379 994 HE 028 109

AUTHOR	Creal, Richard C.; Beyer, Kirk D.
TITLE	Administrative Compensation Survey 1994-95.
INSTITUTION	Brookings Institution, Washington, D.C.; College and Univ. Personnel Association, Washington, D.C.
REPORT NO	ISBN-1-878240-41-2
PUB DATE	Jan 95
NOTE	138p.; For the 1993-94 survey, see ED 369 311.
AVAILABLE FROM	College and University Personnel Association, 1233 Twentieth St., N.W., Suite 301, Washington, DC 20036-1250 ($75 members; $195 participating nonmembers; $295 nonparticipating nonmembers).
PUB TYPE	Reports - Descriptive (141) -- Statistical Data (110) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Administrators; *College Administration; Colleges; Comparative Analysis; *Compensation (Remuneration); Higher Education; Minority Groups; National Surveys; Privatization; *Salaries; Sex; Tables (Data); Trend Analysis; Two Year Colleges; Universities

ABSTRACT

This 18th annual administrative compensation survey is designed to provide the most comprehensive and up-to-date salary data available for college and university administrators. The benchmarking resource provides comparison salary data for 168 administrative positions found in colleges and universities nationwide, based on responses from over 1,500 institutions. The positions include those in executive, academic, administrative, external affairs, and student services areas. Introductory material outlines the survey methodology, a profile of participating institutions, and 1994-95 salary increases. General tables provide data on all institutions by budget quartiles and by enrollment quartiles, and on public, private/non-religious, and private/religious institutions by budget quartiles and by enrollment quartiles. Comparative tables display data on salary percentiles for all doctoral institutions, all comprehensive institutions, all general baccalaureate institutions, and all two-year institutions and then data by budget range within each institutional classification. Special tables offer data comparing males and females, minorities and non-minorities, and inside and outside hires, by institutional classification. A final table compares median years of service by institutional classification. Appendices list responding institutions and institutional classification codes and provide a copy of the survey questionnaire packet. (JDD)

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Survey

1994-95

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HE028 109

The Benchmarking Source for Higher Education Salaries

Administrative

College and University

Compensation

Personnel Association

Survey

1994-95

By
Richard C. Creal
Kirk D. Beyer
and
The Brookings Institution

ABOUT CUPA

The College and University Personnel Association (CUPA) is an international network of over 6,000 human resources professionals representing more than 1,700 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resources administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a quarterly journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the human resources professional. CUPA is an AA/EEO employer. For further information, contact CUPA, 1233 Twentieth St., NW, Suite 301, Washington, DC, 20036-1250, (202) 429-0311.

1994-95 ADMINISTRATIVE COMPENSATION SURVEY
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1233 Twentieth St. NW, Suite 301, Washington, DC 20036-1250
International Standard Book No. 1-878240-41-2

Design & Layout by C. David Hopkins, CUPA

Data in Effect: September 15, 1994
Publication Date: January 1995

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ACKNOWLEDGEMENTS

Now in its eighteenth year of publication, CUPA is pleased to present the *1994-95 Administrative Compensation Survey*. This benchmarking resource provides comparison salary data for nearly 170 administrative positions found in colleges and universities nationwide. This edition summarizes responses from over 1,500 institutions, the highest level in recent years, and, as such, makes it an even more valuable tool for the higher education community to assist with salary-related decisions.

The Administrative Compensation Survey Advisory Committee continues to provide insight and advice on how to improve the data collections for this survey. Appreciation is given to the 1994-95 committee members, who have given their time and expertise to ensure that the most meaningful data will be accessible to institution administrators. This year's committee includes: Kirk D. Beyer, Chair, Gustavus Adolphus College; Gary Maki, University of Michigan-Ann Arbor; Martha Peugh, University of San Francisco; and Ray J. Rallo, North Central Technical College-Ohio.

Also, the research staff at the CUPA National Office, Susan E. Cipollini and Lois M. Brown-Vincent, have ensured the successful coordination and review of all aspects of the survey report's production. Finally, the data processing efforts of the staff of the Social Science Computation Center of The Brookings Institution are acknowledged, particularly those of Winnie Alvarado and Tibor Purger, who put forth extra attention to improve the quality and appearance of the information presented here.

Richard C. Creal
CUPA Executive Director

INTRODUCTION

CUPA's annual *Administrative Compensation Survey* is designed to provide the most comprehensive and up-to-date salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, it is essential for this investment to be managed in the most effective manner possible. To meet that objective, the *1994-95 Administrative Compensation Survey* provides a broad range of salary data to enable decision makers to evaluate their current pay levels and plan their compensation budgets appropriately.

The *1994-95 Administrative Compensation Survey* marks the eighteenth year that CUPA has conducted this survey on an annual basis. Selection of surveyed positions is based on an analysis of the administrative positions common to most higher education institutions. The positions are reviewed annually by the Administrative Compensation Survey Advisory Committee and other higher education associations. This year's survey reports data on 168 of these positions.

With each survey we learn more about the salary information requirements of higher education and consequently, appropriate modifications are made to improve the methods of collecting data and presenting the results. We believe that annual refinements in the survey better serve the needs of CUPA members in particular, and higher education in general. To that end, we invite your suggestions for improved collection and reporting of salary data.

SURVEY CHANGES FOR 1994-95

- Changed title of Position 209.00, Administrator, Grants and Contracts to Director, Sponsored Research and Programs
- Changed title of Position 309.30, Systems Analyst I (Highest Level) to System Analyst (Highest Level)
- Eliminated Position of 309.40, System Analyst II (Lowest Level)
- Changed title of Position 309.50, Programmer Analyst I (Highest Level) to Programmer Analyst (Highest Level)
- Eliminated Position 309.60, Programmer Analyst II (Lowest Level)
- Eliminated Position 314.20, Staff Accountant (Lowest Level)

SURVEY METHODOLOGY

The *Administrative Compensation Survey* questionnaire was mailed in August 1994 to over 3,300 higher education institutions in the United States. This survey mailing, which was accompanied by a letter of invitation, asked prospective participants to return the completed questionnaire by October 1, 1994. Subsequent to this mailing, a reminder notice was sent to the same institutions with the purpose of ensuring that the questionnaire had been received and providing a "reminder" of the deadline for responses and the CUPA contact for questions.

To ensure confidentiality of the salary data, the staff of the Social Science Computation Center of The Brookings Institution in Washington, DC performed the data processing including data collection, entry, and verification using SPSS-X, a statistical software program. During this process, follow-up phone calls were made to participants to clarify responses or obtain missing information. Finally, summary tables and graphs were produced from the data and provided to CUPA for production of the final survey report.

To further protect the confidentiality of the salary data, salaries are not reported in the tables where there were three or fewer cases occurring in a single cell.

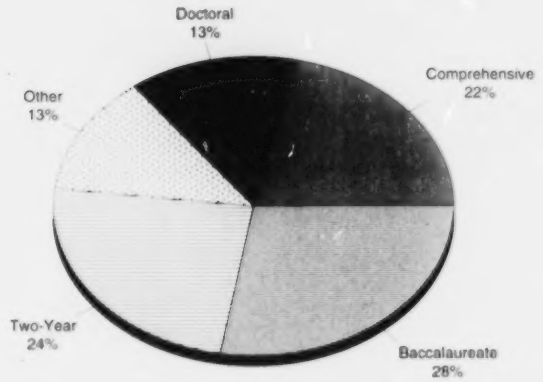
Cautionary Note: The General Tables include data from all reporting institutions and should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among similar institutions, consult the Comparative Tables. More specific data to meet the specialized requirements or preferences of an institution is available through customized reports. (See Special Study Information on page xiv and in Appendix B.)

PROFILE OF PARTICIPATING INSTITUTIONS

Survey questionnaires were sent to approximately 3,300 higher education institutions, of which 1,509 responded by the deadline of October 1, 1994. This represented a response rate of approximately 46 percent, which is a slightly higher level than previous years. The alphabetical list of respondents that appears in Appendix A indicates each institution's classification, affiliation, system structure, and state in which it is located. The charts on this page identify survey respondents by institutional class and affiliation.

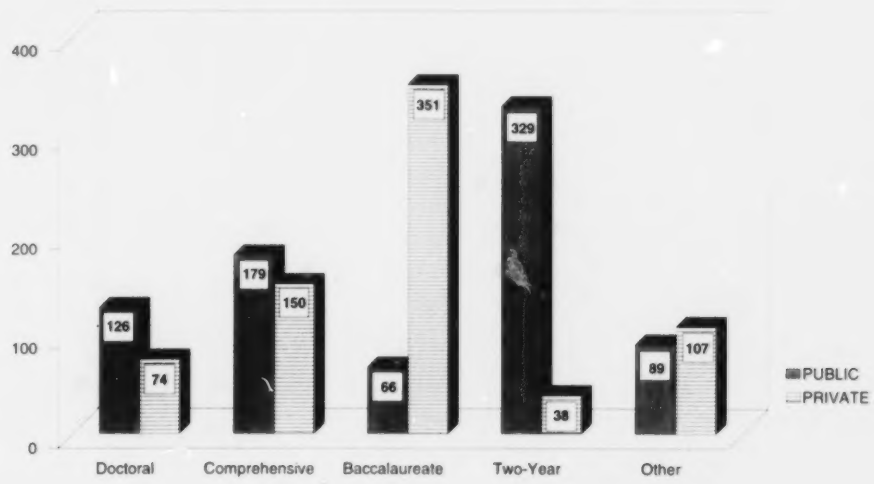
94-95 SURVEY RESPONDENTS

(By Institutional Class)



94-95 SURVEY RESPONDENTS

(By Class and Affiliation)



Data Specifications

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect as of September 15, 1994.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1994-95.
- Enrollment is stated in terms of equivalent full-time students.
- Budget figures reported are the total institutional budget including research funds but excluding capital funds. This figure, in most cases, would not include amounts for student aid.

Percentile Range

Salary data shown on the basic tables in this report indicate the median and the percentile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean (average) because it is not skewed by extremely high and low salaries as is the mean.
- The 20th percentile indicates the salary level that 20 percent of all reported salaries either equal or fall below.
- The 40th percentile indicates the salary level that 40 percent of all reported salaries either equal or fall below.
- The 60th percentile indicates the salary level that 60 percent of all reported salaries either equal or fall below.
- The 80th percentile indicates the salary level that 80 percent of all reported salaries either equal or fall below.

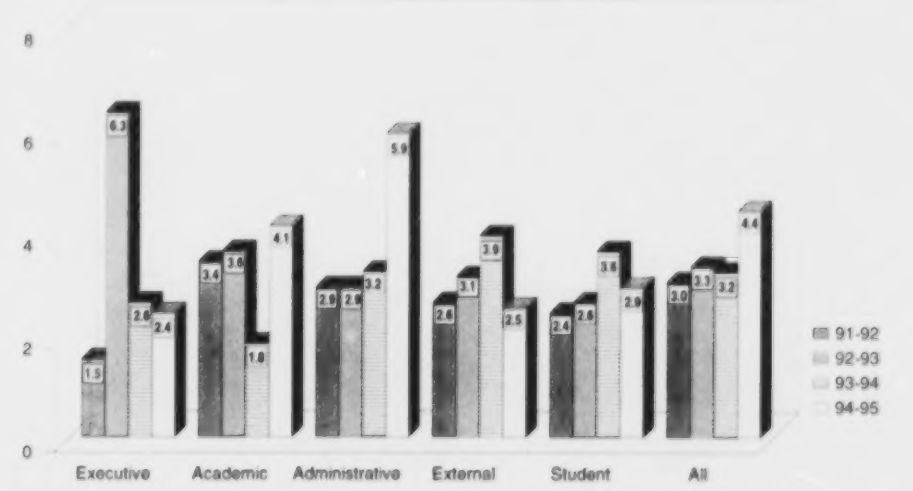
1994-95 SALARY INCREASES

An analysis of salaries reported in the *1994-95 Administrative Compensation Survey* revealed that the overall median salary increase is 4.4 percent—the largest overall rate of increase seen since the 1990-91 academic year when it was 5.9 percent. Percentage increases in salaries categorized by job type, institutional classification, and affiliation are shown on the following pages. In addition to the current year, figures are provided for the past three years.

As depicted in the chart below, the 1994-95 median salary increases varied across all job types. For the first time in the past four years, those in administrative positions received the largest increase in median salaries—5.9 percent. Academic positions, which last year posted the smallest increase of all job types, at 1.8 percent, fared better this year with a 4.1 percent median salary increase. This increase was the second largest among all five job types, followed by the external affairs and student services job types, which displayed increases of 2.5 percent and 2.9 percent, respectively. The smallest median salary increase—2.4 percent—was reported in the executive positions. The salary changes for these last three job categories were smaller than that reported in the previous academic year.

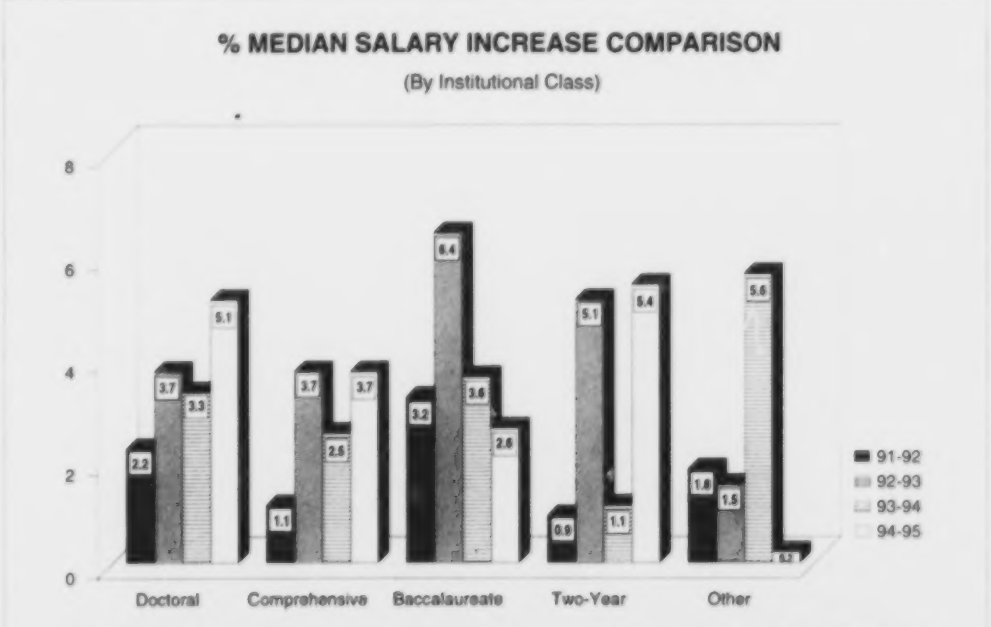
% MEDIAN SALARY INCREASE COMPARISON

(By Job Type)



**Beginning with the 1992-93 Administrative Compensation Survey, unweighted means of median salaries were used for calculating salary increase statistics. Previously, means of median salaries were weighted by job type. A review of this method revealed that the unweighted statistic was more representative of all reporting institutions. Data presented for previous years has been recalculated using this method.*

When 1994-95 median salaries were examined by institutional classification, the results indicated that the largest increase—5.4 percent—occurred in two-year institutions, which was a marked rise over last year's reported increase of only 1.1 percent. Institutions that comprise the category of "other"—system offices and specialized institutions—observed the smallest increase this year at 0.2 percent. This percentage is in sharp contrast to last year's survey results in which the median salary increase was reported at 5.6 percent for this category. Baccalaureate institutions saw their smallest increase in median salaries in the past four years, reporting only a 2.6 percent increase in 1994-95. Median salary increases at doctoral and comprehensive institutions were 5.1 percent and 3.7 percent, respectively.

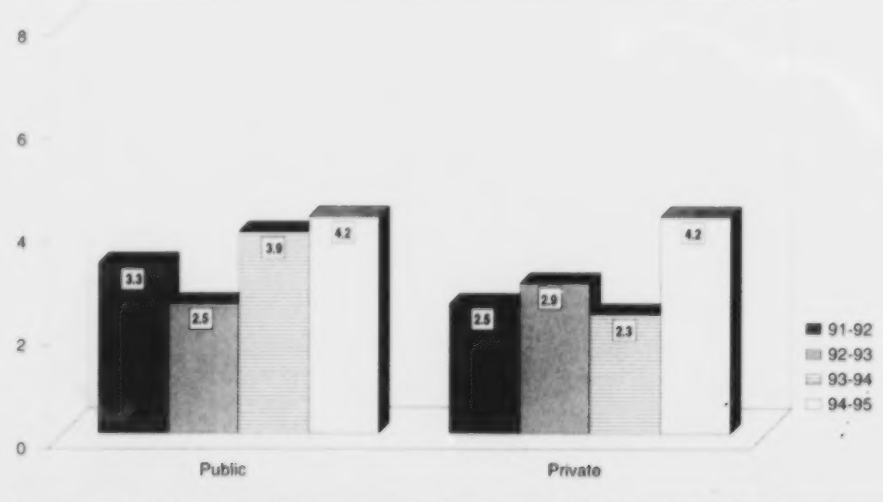


**Beginning with the 1992-93 Administrative Compensation Survey, unweighted means of median salaries were used for calculating salary increase statistics. Previously, means of median salaries were weighted by job type. A review of this method revealed that the unweighted statistic was more representative of all reporting institutions. Data presented for previous years has been recalculated using this method.*

As is indicated by the chart below, comparisons by public versus private affiliation show that median salaries of both categories increased by 4.2 percent. For public institutions, this increase is only slightly higher than that reported last year. However, for private institutions, it is the largest increase observed over the last four years.

% MEDIAN SALARY INCREASE COMPARISON

(By Affiliation)



**Beginning with the 1992-93 Administrative Compensation Survey, unweighted means of median salaries were used for calculating salary increase statistics. Previously, means of median salaries were weighted by job type. A review of this method revealed that the unweighted statistic was more representative of all reporting institutions. Data presented for previous years has been recalculated using this method.*

SPECIAL STUDY INFORMATION

The survey tables summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. However, the data base from which these tables were developed can provide a great deal of additional information. CUPA uses this data to formulate salary survey information to meet the specialized requirements or preferences of a particular institution.

Customized reports or "special studies" can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least eight institutions are included to maintain confidentiality of information). Data are not identified by institution.
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, affiliation, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported in the survey may be used to sort the desired information—individually or in any combination. All results are accompanied by a list of the respondents that were selected to provide the sample data. These reports can be ordered throughout the year by using the form on page 99.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA national office staff at (202) 429-0311, Ext.4.

1994-95 SALARY COMPARISON WORKSHEET INFORMATION

As part of the 1994-95 survey report, a sample Salary Comparison Worksheet has been included (see Appendix D). This worksheet may be used to compare institutional salaries with survey salaries through calculation of a salary comparison percentage ratio for individual positions, families of positions, and all positions in the organization. Calculated salary comparisons of specific colleges and universities may be requested as a Special Study through the CUPA national office. Questions regarding the worksheet may also be directed to the CUPA office.

Tables

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
		QUARTILE 1 $11.8 MIL OR LESS	QUARTILE 2 $11.8 - $24.8 MIL	QUARTILE 3 $24.8 - $63.8 MIL	QUARTILE 4 $63.8 MIL OR MORE	MEDIAN BUDGET $24.8 MIL	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE							
101.00	CEO/System	87,420	96,250	110,000	152,300	115,000	258
101.10	Asst to CEO/System	41,967	53,449	62,012	74,735	67,500	97
102.00	CEO/Single Inst	82,680	99,412	118,425	140,000	107,180	1,201
102.10	Asst to CEO/Single	31,216	37,000	53,500	69,050	50,904	572
103.00	Exec Vice Pres	64,328	71,000	87,000	126,534	85,000	226
ACADEMIC							
201.00	Chief Acad Off	60,233	72,800	90,000	118,032	81,445	1,318
201.10	Assc Chief Acad Off	44,733	51,804	68,179	83,250	70,000	437
202.00	Chf Hlth Prof Off	48,000	53,360	62,700	193,600	121,671	79
203.00	Dir Library Serv	36,487	44,240	58,778	80,110	52,048	1,169
203.20	Acquistns Librarian	25,927	27,457	35,043	42,670	35,762	496
203.30	Chf Tech Serv Librn	27,933	31,266	38,756	52,122	38,000	640
203.40	Chf Public Serv Librn	27,252	30,915	37,804	51,493	38,685	464
203.50	Reference Librarian	27,041	28,877	35,000	42,257	34,800	754
203.60	Catalog Librarian	25,430	26,780	32,802	39,175	33,500	421
204.00	Dir Insti. Research	39,357	45,131	50,824	61,995	51,768	636
204.10	Assc Dir Inst Res	30,500	28,000	40,931	45,994	42,394	138
205.00	Dir Educ Media Serv	29,735	33,426	39,140	52,814	40,000	505
206.00	Dir Learning Res Ctr	33,392	38,100	46,432	50,624	42,278	420
207.00	Dir Internatl Educ	39,176	34,464	47,000	62,266	54,000	158
207.10	Dir Internatl Std Ed	46,200	43,234	52,176	55,000	49,300	127
208.00	Dir Comp Ctr Opr/Acad	35,417	39,586	51,288	68,407	52,500	436
208.10	Assc Dir CC Opr/Acad	23,300	33,225	40,452	62,688	47,688	173
209.00	Dir Spons Res & Prog	33,020	38,241	50,000	65,520	56,837	396
210.00	Dean,Architecture	*	73,400	64,716	105,473	100,825	62
211.00	Dean,Agriculture	46,869	68,947	71,233	110,790	100,217	68
212.00	Dean,Arts & Letters	40,125	54,391	64,293	95,250	70,596	116
213.00	Dean,Arts & Sciences	50,925	60,000	76,124	100,046	79,236	414
214.00	Dean,Business	47,000	57,088	76,412	110,770	78,628	643
215.00	Dean,Communications	36,558	49,200	60,000	95,465	65,834	100
216.00	Dean,Continuing Ed	51,000	54,288	67,833	82,456	64,480	375
217.00	Dean,Dentistry	24,066	85,873	64,100	135,000	132,500	49
218.00	Dean,Education	39,819	53,033	72,456	92,000	77,723	412
219.00	Dean,Engineering	51,065	58,921	69,210	120,000	100,860	234
221.00	Dean,Extension	49,000	59,336	74,607	95,760	73,440	64
222.00	Dean,Fine Arts	48,000	50,783	67,438	91,534	72,456	166
223.00	Dean,Graduate Program	48,630	55,164	68,117	92,634	79,484	380
224.00	Dean,Hlth-Rltd Prof	48,158	55,252	68,526	91,250	67,996	222
225.00	Dean,Home Economics	*	59,648	57,450	97,289	92,700	39
226.00	Dean,Humanities	44,597	52,676	63,541	88,142	58,952	178
227.00	Dean,Instruction	55,612	61,297	69,619	73,600	63,869	40
228.00	Dean,Law	36,429	57,425	137,000	140,850	139,000	130
229.00	Dean,Lib & Inf Sci	50,876	53,771	67,068	89,258	76,441	82
230.00	Dean,Mathematics	38,274	47,976	62,481	75,481	56,853	86
231.00	Dean,Medicine	127,193	*	137,425	205,374	199,500	75
232.00	Dean,Music	31,269	39,761	57,351	92,000	74,600	73
233.00	Dean,Nursing	49,213	52,780	68,327	99,000	70,854	281
234.00	Dean,Occ Std/Voc Ed	52,000	56,039	65,136	74,911	59,581	196
235.00	Dean,Pharmacy	*	*	87,140	113,300	111,397	53
236.00	Dean,Public Health	*	*	*	137,000	137,000	21
237.00	Dean,Sciences	47,585	57,485	66,000	102,100	66,784	238
238.00	Dean,Social Sciences	42,731	51,910	61,167	89,940	58,580	169
239.00	Dean,Social Work	38,883	40,400	55,574	100,010	89,095	74
240.00	Dean,Special Programs	41,364	52,000	63,100	74,567	54,838	103
241.00	Dean,Undergrad Prog	45,970	47,000	68,725	91,287	69,000	97
242.00	Dean,Veterinary Med	*	*	*	125,017	125,017	22
243.00	Dir Continuing Educ	37,756	41,474	47,680	63,473	46,856	396
ADMINISTRATIVE							
301.00	Chief Business Off	56,089	69,771	86,218	108,627	77,150	1,175
301.01	Chief Admin Off	51,685	65,000	75,000	96,400	77,259	252
301.02	Chief Financial Off	47,700	53,875	70,392	89,433	70,350	454
301.10	Dir Env Health/Safety	40,000	39,978	39,627	58,888	52,000	263
301.20	Dir Telecommunic	36,224	34,255	40,561	56,907	49,515	354
302.00	Chief Planning Off	49,525	57,793	69,542	82,841	72,003	175
303.00	Chief Budgeting Off	42,666	46,500	50,806	67,108	60,000	379
303.10	Assc Budget Dir	32,653	34,000	43,250	51,040	47,064	211
304.00	Chief Plan-Budgt Off	52,000	53,000	61,402	86,450	76,380	95
305.00	General Counsel	63,630	61,872	64,092	87,600	80,932	225
305.10	Staff Attorney	62,988	32,862	57,904	63,698	62,000	123
306.00	Chf Personnel/HR Off	33,547	41,383	53,066	72,600	55,000	909
306.10	Assc Dir Pers/HR	27,877	32,568	37,644	50,380	44,814	335
306.20	Manager Benefits	35,000	25,332	31,000	43,470	37,248	414
306.30	Manager Training-Dev	35,224	31,749	34,980	42,037	40,500	179
306.40	Manager Empl Relatns	28,244	39,950	36,735	46,760	45,240	101
306.50	Manager Labor Rel	56,000	*	52,953	58,350	57,490	64
306.60	Manager Employment	31,930	33,249	33,844	39,838	36,824	240
306.70	Mgr Wage-Sal/Mgr Comp	35,540	29,769	30,552	43,637	40,923	189
306.80	Mgr Personnel Inf Sys	29,957	26,000	28,752	42,324	40,919	141
307.00	Dir AA/EEO	39,904	42,366	48,000	60,700	55,450	342
307.10	Assc Dir AA/EEO	35,365	43,074	43,632	38,408	39,136	71
308.00	Dir Pers/AA	33,067	38,558	49,909	63,910	45,105	195
309.00	Chief Inform Sys Off	39,209	50,230	63,325	82,680	62,500	719
309.10	Assc Dir Computer Ctr	36,032	36,490	46,739	62,800	48,458	237
309.20	Data Base Admin	32,214	32,573	40,148	52,247	45,706	275
309.30	Sys Analyst-Hi	33,630	34,086	38,755	45,709	41,232	491
309.50	Prog Analyst-Hi	29,330	30,150	36,129	39,440	35,693	614

*3 cases or less

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $11.8 MIL OR LESS	QUARTILE 2 $11.8 - $24.8 MIL	QUARTILE 3 $24.8 - $63.8 MIL	QUARTILE 4 $63.8 MIL OR MORE	MEDIAN BUDGET $24.8 MIL	
	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
310.00 Dir Comp Ctr Opr/Adm	37,225	40,427	51,896	68,683	51,160	591
310.10 Assc Dir CC Opr/Adm	27,311	31,268	43,357	57,204	44,602	231
312.00 Chf Phys Plnt/Fac	36,700	46,087	57,512	75,000	54,381	1,129
312.10 Assc Dir Phys Plnt	30,314	35,247	45,075	57,680	44,400	541
312.20 Mgr Landscape/Grnds	23,762	27,000	33,213	41,356	34,469	531
312.30 Mgr Bldg Mnt Trades	26,784	30,934	37,710	44,804	38,800	412
312.40 Mgr Tech Trades	23,480	31,417	37,770	44,460	39,522	205
312.50 Mgr Custodial Srv	22,944	25,757	32,507	40,560	32,507	617
312.60 Mgr Power Plant	26,765	32,998	36,900	46,559	41,810	257
313.00 Comptroller	36,762	45,800	55,750	72,250	53,500	791
313.10 Manager Payroll	23,975	26,916	31,508	41,253	34,000	622
314.00 Dir Accounting	31,835	35,905	46,360	56,542	46,678	539
314.10 Staff Accountant-Hi	24,814	28,800	33,800	36,077	32,578	667
315.00 Bursar	24,113	30,390	38,137	50,831	40,908	429
315.10 Assc Bursar	24,000	22,000	31,260	39,177	34,200	121
316.00 Dir Purchasing	28,868	34,239	40,615	54,276	43,805	698
316.10 Assc Dir Purchasing	26,713	27,780	31,805	42,135	37,863	225
317.00 Dir Bookstore	23,575	28,695	37,918	49,818	33,088	681
317.10 Assc Dir Bookstore	16,250	21,562	25,695	34,556	27,218	198
318.00 Dir Internal Audit	33,317	35,413	42,731	59,661	53,963	344
319.00 Dir Aux Services	33,865	38,700	53,625	67,229	55,125	325
319.10 Mgr Mail Services	17,594	19,026	23,960	32,470	25,270	547
320.00 Dir Campus Security	23,910	30,000	39,900	55,425	41,250	860
321.00 Dir Risk Mgmt/Ins	50,508	47,278	47,906	59,875	54,706	162
322.00 Admin Hosp Med Ctr	32,000	74,200	66,512	169,950	167,904	47
322.10 Dir Med Ctr Pub Rel	*	82,675	65,493	67,725	67,600	37
322.20 Dir Med Ctr Pers	31,620	*	60,000	70,368	70,040	31
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	48,071	63,500	76,675	99,262	71,500	907
401.10 Dir Annual Giving	31,871	34,055	39,645	47,500	38,665	538
401.20 Dir Corp/Fndtn Rel	33,922	35,100	44,807	57,057	46,980	406
401.30 Coord Res Dev	23,337	28,060	34,510	38,800	34,719	265
401.40 Dir Planned Giving	40,396	40,103	51,500	61,239	51,303	352
402.00 Chf Public Rel Off	30,000	39,850	49,453	70,813	47,113	733
402.10 Dir Govt/Leg Rel	44,952	39,520	56,794	78,480	74,915	160
403.00 Chf Dev/Pub Rel Off	47,852	55,990	75,758	98,800	80,809	212
404.00 Dir Alumni Affairs	28,000	33,000	40,000	52,000	39,990	770
405.00 Dir Dev/Alumni Aff	37,350	41,070	49,657	62,906	47,700	139
406.00 Dir Major Gifts	35,640	41,000	52,455	62,591	53,676	209
407.00 Dir Church Relations	29,035	37,014	49,084	66,603	39,539	88
408.00 Dir Community Serv	32,250	44,002	40,910	49,153	43,607	152
409.00 Dir Publications	28,900	31,780	38,150	47,793	40,110	478
409.10 Assc Dir Publicatns	22,000	24,186	32,476	37,620	31,981	186
409.20 Mgr Printing Srv	23,862	26,000	31,360	41,663	33,710	481
410.00 Dir Info Office	31,836	36,166	39,178	54,269	40,476	439
411.00 Dir News Bureau	24,614	23,850	32,413	42,000	35,783	244
STUDENT SERVICES						
501.00 Chf Student Aff Off	50,000	59,337	73,229	92,050	67,680	1,121
501.10 Assc Chf Stud Aff Off	31,657	36,000	49,022	67,092	51,727	272
501.50 Dean of Students	41,570	47,992	53,525	65,422	53,750	496
502.00 Chief Admissions Off	36,450	43,325	54,800	63,030	50,000	890
502.10 Assc Dir Admissions	25,625	29,002	36,697	42,488	34,480	713
502.20 Admissions Counselor	21,599	22,229	23,700	25,569	23,540	838
502.30 Academic Advisor	28,891	29,707	31,190	28,614	29,564	361
503.00 Dir Adm & Registrar	41,327	45,867	54,080	67,569	50,553	196
504.00 Registrar	31,000	36,960	48,216	59,355	43,567	1,082
504.10 Assc Registrar	27,432	26,523	34,660	44,229	36,593	381
504.20 Asst Registrar	21,000	23,565	27,938	34,300	28,200	453
505.00 Dir Adm/Fin Aid	36,775	52,815	71,600	80,262	54,200	141
506.00 Dir Student Fin Aid	32,000	38,933	45,905	58,580	43,420	1,243
506.10 Assc Dir Std Fin Aid	23,265	26,000	32,108	41,336	32,006	678
507.00 Dir Food Services	26,000	35,550	46,920	54,335	44,081	299
507.10 Assc Dir Food Serv	22,500	26,120	35,294	46,700	36,129	144
508.00 Dir Student Housing	24,000	29,540	38,256	55,278	40,000	595
508.10 Assc Dir Std Housing	20,650	20,376	31,738	40,042	34,472	247
508.20 Housing Off/Adm Opr	26,116	31,000	30,696	40,756	38,352	130
508.30 Housing Off/Res Life	21,250	24,594	27,156	38,582	28,329	347
509.00 Dir Union/Std Act	25,137	29,000	38,668	51,690	42,062	198
510.00 Dir Foreign Students	24,325	26,078	32,973	43,390	36,914	252
511.00 Dir Student Union	33,532	31,566	41,481	51,139	44,838	219
511.10 Assc Dir Std Union	41,105	22,500	29,703	38,881	35,528	146
512.00 Dir Std Activities	25,846	28,655	34,000	43,020	33,400	668
513.00 Dir Career Dev/Plcmt	27,933	33,198	40,241	51,270	39,228	940
514.00 Dir Std Counseling	33,075	36,330	45,586	57,886	44,849	794
514.10 Assc Dir Std Cnslg	26,112	26,326	33,658	45,919	39,071	198
515.00 Dir Std Hlth-Physicn	39,920	39,776	72,468	89,610	84,039	235
516.00 Dir Std Hlth-Nurse	21,691	26,685	34,643	44,936	32,300	528
517.00 Dir Campus Ministries	27,300	30,888	37,680	50,169	34,704	340
518.00 Dir Athletics	35,249	43,858	57,750	82,368	55,162	876
519.00 Dir Sports Info	21,577	22,192	28,266	36,850	30,000	520
520.00 Dir Athletics/Men	42,200	28,700	45,499	66,226	49,429	56
521.00 Dir Athletics/Women	25,478	30,858	40,125	55,984	45,626	124
522.00 Dir Campus Rec/Intrmrl	21,425	28,510	34,000	45,732	37,268	391
523.00 Chief Enrollment Mgmt	46,000	55,250	64,938	77,300	64,195	241
524.00 Dir Minority Affairs	33,066	31,749	36,441	48,993	40,362	338
525.00 Dir Conferences	26,120	31,254	34,672	45,333	37,570	262

*3 cases or less

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TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $13 MIL OR LESS	QUARTILE 2 $13 - $33.2 MIL	QUARTILE 3 $33.2 - $109.1 MIL	QUARTILE 4 $109.1 MIL OR MORE	MEDIAN BUDGET $33.2 MIL	
	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	90,141	98,000	115,000	153,000	116,142	177
101.10 Asst to CEO/System	43,808	53,586	54,606	83,688	69,043	79
102.00 CEO/Single Inst	85,223	98,252	110,927	143,162	103,000	601
102.10 Asst to CEO/Single	40,197	46,676	62,652	69,268	58,671	282
103.00 Exec Vice Pres	69,464	77,475	87,237	121,864	92,299	119
ACADEMIC						
201.00 Chief Acad Off	64,781	76,462	93,055	120,000	85,500	683
201.10 Assc Chief Acad Off	49,928	62,500	75,000	89,405	75,040	241
202.00 Chf Hlth Prof Off	45,435	53,651	77,005	178,751	127,500	53
203.00 Dir Library Serv	42,362	52,498	63,538	87,550	60,800	539
203.20 Acquistns Librarian	30,921	35,211	37,800	44,316	39,424	256
203.30 Chf Tech Serv Librn	32,508	38,778	44,212	55,234	44,210	291
203.40 Chf Public Serv Librn	33,579	37,157	40,110	54,731	42,792	228
203.50 Reference Librarian	29,930	35,500	38,059	43,778	38,345	348
203.60 Catalog Librarian	27,503	32,181	35,000	41,644	36,601	210
204.00 Dir Instit Research	41,344	45,784	54,363	65,000	54,364	422
204.10 Assc Dir Inst Res	36,264	37,716	42,012	47,789	44,934	94
205.00 Dir Educ Media Serv	32,026	39,538	50,280	57,366	47,900	267
206.00 Dir Learning Res Ctr	41,896	49,417	53,362	53,064	48,600	239
207.00 Dir Internatl Educ	50,400	35,146	57,481	73,750	57,800	87
207.10 Dir Internatl Std Ed	50,386	62,003	52,471	63,317	55,000	75
208.00 Dir Comp Ctr Opr/Acad	40,466	43,383	60,059	73,785	59,271	210
208.10 Assc Dir CC Opr/Acad	30,230	41,308	45,900	63,084	54,000	93
209.00 Dir Spons Res & Prog	35,026	44,661	55,840	69,059	58,520	286
210.00 Dean,Architecture	*	66,777	63,897	103,897	101,150	43
211.00 Dean,Agriculture	46,869	68,947	74,478	111,180	100,000	67
212.00 Dean,Arts & Letters	54,614	59,490	70,596	100,000	74,768	92
213.00 Dean,Arts & Sciences	51,550	69,442	80,000	103,000	79,454	280
214.00 Dean,Business	49,776	63,352	80,873	116,037	78,600	444
215.00 Dean,Communications	45,924	50,920	75,000	101,703	71,289	64
216.00 Dean,Continuing Ed	51,000	61,190	70,915	90,192	65,369	259
217.00 Dean,Dentistry	*	85,873	87,050	135,730	131,354	36
218.00 Dean,Education	58,100	69,558	78,012	99,732	82,400	286
219.00 Dean,Engineering	52,835	59,962	84,007	120,874	101,498	181
221.00 Dean,Extension	54,889	59,336	75,582	99,611	74,871	50
222.00 Dean,Fine Arts	48,536	53,217	74,673	93,927	76,456	119
223.00 Dean,Graduate Program	62,060	64,161	76,030	95,017	84,041	214
224.00 Dean,Hlth-Rltd Prof	49,282	59,700	74,678	93,615	68,389	184
225.00 Dean,Home Economics	*	59,648	73,374	97,128	92,700	35
226.00 Dean,Humanities	50,138	54,772	72,800	97,393	64,792	117
227.00 Dean,Instruction	56,306	63,991	68,369	80,000	63,869	38
228.00 Dean,Law	61,289	35,500	114,168	135,656	133,535	66
229.00 Dean,Lib & Inf Sci	51,438	55,755	71,050	89,258	77,172	63
230.00 Dean,Mathematics	44,223	61,508	66,059	73,573	62,055	63
231.00 Dean,Medicine	127,193	*	154,868	194,295	178,785	54
232.00 Dean,Music	60,954	53,348	64,808	93,667	86,696	31
233.00 Dean,Nursing	49,119	56,887	74,900	105,932	74,952	190
234.00 Dean,Occ Std/Voc Ed	51,659	60,018	69,852	77,711	60,364	187
235.00 Dean,Pharmacy	*	*	87,646	117,354	116,050	46
236.00 Dean,Public Health	*	*	*	120,566	120,566	17
237.00 Dean,Sciences	53,178	60,315	75,708	107,539	74,449	167
238.00 Dean,Social Sciences	49,895	57,510	74,355	102,649	66,334	115
239.00 Dean,Social Work	41,198	55,013	75,000	101,660	92,217	49
240.00 Dean,Special Programs	41,742	56,289	66,180	62,059	56,289	73
241.00 Dean,Undergrad Prog	48,193	58,240	71,435	90,096	78,000	45
242.00 Dean,Veterinary Med	*	*	*	123,750	123,750	20
243.00 Dir Continuing Educ	41,500	45,784	56,498	68,975	51,500	239
ADMINISTRATIVE						
301.00 Chief Business Off	59,335	72,474	87,000	108,400	78,900	625
301.01 Chief Admin Off	60,300	72,420	80,854	103,200	79,164	153
301.02 Chief Financial Off	44,825	58,597	72,034	88,927	71,901	251
301.10 Dir Env Health/Safety	46,496	40,031	44,720	59,369	52,420	198
301.20 Dir Telecommunic	38,524	42,516	47,700	59,971	51,612	227
302.00 Chief Planning Off	53,864	62,975	73,647	81,682	73,166	121
303.00 Chief Budgeting Off	49,452	46,500	55,692	68,855	59,495	281
303.10 Assc Budget Dir	34,617	42,510	42,738	52,700	47,402	144
304.00 Chief Plan-Budgt Off	63,000	58,093	67,405	90,550	78,000	65
305.00 General Counsel	63,630	61,872	69,000	87,600	78,913	161
305.10 Staff Attorney	62,988	42,852	61,566	59,061	59,526	89
306.00 Chf Personnel/HR Off	39,956	48,670	58,324	75,000	59,618	512
306.10 Assc Dir Pers/HR	31,340	40,188	44,004	53,371	47,254	213
306.20 Manager Benefits	38,724	30,040	33,660	45,216	38,186	256
306.30 Manager Training-Dev	35,224	31,749	37,080	42,669	40,017	135
306.40 Manager Empl Relatns	*	52,400	37,591	46,824	46,440	77
306.50 Manager Labor Rel	56,000	51,628	55,096	56,706	56,124	56
306.60 Manager Employment	31,930	25,769	34,597	43,321	38,261	168
306.70 Mgr Wage-Sal/Mgr Comp	34,000	31,805	33,090	43,695	40,948	133
306.80 Mgr Personnel Inf Sys	29,957	27,000	34,500	44,735	41,912	90
307.00 Dir AA/EEO	36,101	45,000	50,000	62,000	55,200	282
307.10 Assc Dir AA/EEO	35,365	43,074	41,472	39,136	39,225	56
308.00 Dir Pers/AA	38,688	50,870	55,836	82,320	48,900	123
309.00 Chief Inform Sys Off	43,064	56,792	67,330	87,110	65,142	409
309.10 Assc Dir Computer Ctr	38,733	44,079	52,480	69,945	53,388	133
309.20 Data Base Admin	37,160	43,705	46,144	55,000	48,053	171
309.30 Sys Analyst-Hi	34,601	36,564	43,113	45,880	42,741	323
309.50 Prog Analyst-Hi	30,069	34,039	37,495	39,207	36,225	369

*3 cases or less

TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
		QUARTILE 1 $13 MIL OR LESS	QUARTILE 2 $13 - $33.2 MIL	QUARTILE 3 $33.2 - $109.1 MIL	QUARTILE 4 $109.1 MIL OR MORE	MEDIAN BUDGET $33.2 MIL	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
310.00	Dir Comp Ctr Opr/Adm	41,698	48,562	57,660	69,264	55,372	299
310.10	Assc Dir CC Opr/Adm	34,438	39,718	46,672	57,204	50,678	117
312.00	Chf Phys Plnt/Fac	40,000	50,080	61,180	78,210	56,998	617
312.10	Assc Dir Phys Plnt	33,744	37,500	45,547	60,254	46,175	308
312.20	Mgr Landscape/Grnds	26,209	30,326	34,160	41,356	35,292	305
312.30	Mgr Bldg Mnt Trades	27,244	34,697	38,286	45,766	39,625	225
312.40	Mgr Tech Trades	21,849	31,518	40,110	45,880	40,416	117
312.50	Mgr Custodial Srv	23,025	28,422	33,100	42,000	34,004	338
312.60	Mgr Power Plant	26,765	35,925	40,026	47,448	41,755	176
313.00	Comptroller	37,503	50,097	58,917	74,250	56,412	375
313.10	Manager Payroll	24,844	29,000	35,122	44,448	36,352	374
314.00	Dir Accounting	33,846	39,521	49,950	58,700	49,166	340
314.10	Staff Accountant-Hi	27,871	32,131	36,782	35,009	34,362	353
315.00	Bursar	30,405	38,164	42,345	53,300	45,230	233
315.10	Assc Bursar	26,900	24,940	34,828	41,898	37,303	60
316.00	Dir Purchasing	28,780	37,685	45,944	58,339	46,063	469
316.10	Assc Dir Purchasing	26,713	32,837	34,178	45,543	37,863	161
317.00	Dir Bookstore	25,842	33,970	42,364	51,119	38,384	351
317.10	Assc Dir Bookstore	22,070	23,071	30,487	37,183	29,912	116
318.00	Dir Internal Audit	37,308	36,013	46,534	60,360	52,470	261
319.00	Dir Aux Services	39,026	47,016	55,000	67,725	56,812	206
319.10	Mgr Mail Services	18,366	22,530	26,657	33,486	28,000	275
320.00	Dir Campus Security	26,401	35,805	46,101	58,000	46,101	448
321.00	Dir Risk Mgmt/Ins	50,508	52,429	48,062	58,242	52,428	102
322.00	Admin Hosp Med Ctr	*	*	*	169,900	169,900	37
322.10	Dir Med Ctr Pub Rel	*	97,749	54,310	62,100	63,797	26
322.20	Dir Med Ctr Pers	*	*	72,892	74,184	72,892	19
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	45,073	59,641	74,675	96,455	72,500	355
401.10	Dir Annual Giving	31,113	36,759	40,000	47,594	41,322	152
401.20	Dir Corp/Fndtn Rel	29,850	44,950	51,449	58,089	52,031	139
401.30	Coord Res Dev	29,957	37,500	37,666	39,309	37,454	89
401.40	Dir Planned Giving	38,800	32,000	48,137	58,000	53,063	91
402.00	Chf Public Rel Off	33,300	43,120	54,071	72,883	53,344	339
402.10	Dir Govt/Leg Rel	47,904	65,525	63,821	77,007	75,100	120
403.00	Chf Dev/Pub Rel Off	46,224	56,050	76,449	98,286	78,982	123
404.00	Dir Alumni Affairs	26,326	32,973	41,452	56,135	44,714	287
405.00	Dir Dev/Alumni Aff	38,377	49,912	52,032	70,380	51,421	64
406.00	Dir Major Gifts	56,000	35,000	52,004	57,500	55,850	66
408.00	Dir Community Serv	36,312	46,950	56,842	49,803	46,713	102
409.00	Dir Publications	29,423	37,513	43,343	48,000	44,074	223
409.10	Assc Dir Publicatns	34,381	30,546	36,050	38,290	35,952	70
409.20	Mgr Printing Srv	25,061	28,791	34,240	45,136	36,965	290
410.00	Dir Info Office	32,913	39,844	43,505	56,165	43,242	262
411.00	Dir News Bureau	24,614	34,812	35,129	43,440	38,882	121
STUDENT SERVICES							
501.00	Chf Student Aff Off	54,000	65,878	80,074	95,546	72,875	598
501.10	Assc Chf Stud Aff Off	39,500	46,051	58,000	68,182	58,732	144
501.50	Dean of Students	52,530	53,855	57,272	65,725	58,700	239
502.00	Chief Admissions Off	39,244	48,600	53,990	61,047	51,169	387
502.10	Assc Dir Admissions	29,985	32,897	37,904	42,532	38,000	269
502.20	Admissions Counselor	26,334	27,022	26,416	26,571	26,530	331
502.30	Academic Advisor	32,192	32,152	31,672	28,395	29,933	194
503.00	Dir Adm & Registrar	43,026	50,000	57,467	70,032	52,188	175
504.00	Registrar	36,000	43,500	52,000	62,595	49,169	456
504.10	Assc Registrar	29,261	30,184	38,988	45,340	40,275	190
504.20	Asst Registrar	23,868	29,776	31,631	34,650	32,091	194
505.00	Dir Adm/Fin Aid	37,030	53,429	57,000	75,365	54,000	53
506.00	Dir Student Fin Aid	36,000	43,276	48,478	58,868	46,215	618
506.10	Assc Dir Std Fin Aid	24,950	30,600	36,038	42,033	35,683	312
507.00	Dir Food Services	26,500	35,021	44,566	54,059	44,500	157
507.10	Assc Dir Food Serv	24,875	20,955	42,200	42,936	37,711	68
508.00	Dir Student Housing	28,730	37,107	44,160	59,572	47,604	295
508.10	Assc Dir Std Housing	28,118	31,953	34,526	43,001	37,630	138
508.20	Housing Off/Adm Opr	21,358	28,488	38,797	43,519	39,847	86
508.30	Housing Off/Res Life	22,777	25,241	32,215	39,925	34,000	147
509.00	Dir Union/Std Act	27,655	42,500	46,892	52,550	48,286	103
510.00	Dir Foreign Students	25,000	35,291	36,914	46,080	40,187	125
511.00	Dir Student Union	33,532	33,225	45,765	53,432	48,537	153
511.10	Assc Dir Std Union	41,105	31,495	34,272	38,849	37,650	109
512.00	Dir Std Activities	30,450	34,562	39,575	46,524	37,600	353
513.00	Dir Career Dev/Plcmt	30,330	39,125	46,745	54,216	43,780	450
514.00	Dir Std Counseling	38,628	43,510	52,850	62,421	50,040	429
514.10	Assc Dir Std Cnslg	29,542	32,637	45,067	47,955	43,623	112
515.00	Dir Std Hlth-Physicn	39,920	64,497	75,000	88,994	84,003	171
516.00	Dir Std Hlth-Nurse	26,531	30,947	37,800	47,485	38,257	179
517.00	Dir Campus Ministries	*	25,490	33,150	56,070	40,907	7
518.00	Dir Athletics	44,337	52,004	62,738	92,800	62,606	420
519.00	Dir Sports Info	25,000	24,542	31,561	38,932	34,021	258
520.00	Dir Athletics/Men	42,200	29,850	36,971	72,764	63,913	28
521.00	Dir Athletics/Women	43,900	41,971	42,345	60,904	51,590	67
522.00	Dir Campus Rec/Intmrl	28,868	33,390	40,312	49,983	42,084	226
523.00	Chief Enrollment Mgmt	38,590	52,119	62,214	75,058	60,000	91
524.00	Dir Minority Affairs	33,075	36,553	41,608	50,110	43,000	185
525.00	Dir Conferences	30,458	38,968	36,747	48,488	41,937	117

*3 cases or less

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN BUDGET QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
		QUARTILE 1 $12 MIL OR LESS	QUARTILE 2 $12 - $25.1 MIL	QUARTILE 3 $25.1 - $58.4 MIL	QUARTILE 4 $58.4 MIL OR MORE	MEDIAN BUDGET $25.1 MIL	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE							
101.00	CEO/System	93,059	123,600	111,210	207,500	120,000	43
101.10	Asst to CEO/System	34,000	52,668	63,000	58,950	53,400	13
102.00	CEO/Single Inst	96,000	117,600	157,750	190,000	140,000	277
102.10	Asst to CEO/Single	28,477	37,725	49,693	62,155	45,060	160
103.00	Exec Vice Pres	65,894	88,700	125,000	143,925	122,175	46
ACADEMIC							
201.00	Chief Acad Off	64,954	79,838	100,250	130,000	90,000	293
201.10	Assc Chief Acad Off	46,828	56,000	67,875	90,778	67,500	102
202.00	Chf Hlth Prof Off	54,000	44,750	*	216,500	91,500	17
203.00	Dir Library Serv	35,652	44,427	58,157	79,600	52,119	297
203.20	Acquistns Librarian	24,208	25,500	34,223	39,577	32,475	125
203.30	Chf Tech Serv Librn	28,040	30,000	38,150	50,957	36,750	174
203.40	Chf Public Serv Librn	27,180	27,858	38,008	50,746	39,050	118
203.50	Reference Librarian	26,422	28,795	33,100	40,290	33,880	198
203.60	Catalog Librarian	26,440	29,000	31,695	36,100	33,358	103
204.00	Dir Instit Research	37,000	45,256	48,503	65,000	50,522	106
204.10	Assc Dir Inst Res	37,731	23,500	27,687	42,500	36,735	22
205.00	Dir Educ Media Serv	30,600	29,077	36,293	45,305	36,143	110
206.00	Dir Learning Res Ctr	32,050	36,000	38,970	45,053	38,139	75
207.00	Dir Internatl Educ	*	34,277	43,018	69,425	47,465	39
207.10	Dir Internatl Std Ed	51,300	36,100	41,818	55,350	46,414	28
208.00	Dir Comp Ctr Opr/Acad	35,039	40,290	50,132	67,260	52,210	116
208.10	Assc Dir CC Opr/Acad	23,300	30,617	37,610	63,767	40,404	49
209.00	Dir Spons Res & Prog	32,075	24,260	42,369	63,448	57,220	66
210.00	Dean,Architecture	*	74,300	67,626	122,750	104,450	16
211.00	Dean,Agriculture	*	*	*	*	*	1
212.00	Dean,Arts & Letters	*	59,520	60,965	100,125	62,097	8
213.00	Dean,Arts & Sciences	45,150	58,639	80,160	107,569	85,143	73
214.00	Dean,Business	38,250	60,975	86,000	129,800	89,650	93
215.00	Dean,Communications	37,181	47,210	91,584	95,200	74,270	17
216.00	Dean,Continuing Ed	53,780	50,314	67,000	80,241	65,860	61
217.00	Dean,Dentistry	24,066	*	*	147,100	141,050	8
218.00	Dean,Education	36,000	44,615	62,000	100,564	70,100	53
219.00	Dean,Engineering	56,890	83,851	63,084	114,715	109,000	34
221.00	Dean,Extension	*	45,406	28,320	94,358	65,549	6
222.00	Dean,Fine Arts	48,000	69,218	48,950	99,450	69,373	24
223.00	Dean,Graduate Program	43,680	59,216	73,800	99,041	81,082	79
224.00	Dean,Hlth-Rltd Prof	46,937	60,794	76,857	94,000	80,487	22
225.00	Dean,Home Economics	*	*	*	*	*	2
226.00	Dean,Humanities	37,300	49,920	43,319	87,334	54,545	24
227.00	Dean,Instruction	*	*	*	*	*	2
228.00	Dean,Law	46,780	*	146,106	164,750	156,208	34
229.00	Dean,Lib & Inf Sci	*	*	120,000	106,457	106,457	8
230.00	Dean,Mathematics	36,000	42,206	46,250	78,301	47,049	10
231.00	Dean,Medicine	*	129,950	*	281,884	269,692	14
232.00	Dean,Music	*	57,347	69,540	98,000	82,305	18
233.00	Dean,Nursing	55,200	57,872	67,720	105,000	72,072	35
234.00	Dean,Occ Std/Voc Ed	57,200	49,218	*	*	51,447	5
235.00	Dean,Pharmacy	*	*	*	*	*	3
236.00	Dean,Public Health	*	*	*	*	*	3
237.00	Dean,Sciences	34,650	61,583	53,200	92,600	65,521	26
238.00	Dean,Social Sciences	49,170	49,129	59,930	89,710	52,473	22
239.00	Dean,Social Work	38,883	*	*	107,500	100,000	11
240.00	Dean,Special Programs	41,108	39,935	68,639	74,000	57,915	15
241.00	Dean,Undergrad Prog	49,637	44,990	78,438	96,685	72,063	31
242.00	Dean,Veterinary Med	*	*	*	*	*	2
243.00	Dir Continuing Educ	33,141	41,000	39,482	62,328	41,500	76
ADMINISTRATIVE							
301.00	Chief Business Off	56,500	76,627	108,156	134,759	89,439	244
301.01	Chief Admin Off	43,181	70,430	87,550	95,450	80,275	53
301.02	Chief Financial Off	47,379	62,000	70,856	108,000	72,000	119
301.10	Dir Env Health/Safety	25,461	30,519	37,782	72,631	57,483	49
301.20	Dir Telecommunic	14,700	40,278	35,556	55,035	46,983	74
302.00	Chief Planning Off	48,510	57,392	64,250	112,803	74,550	30
303.00	Chief Budgeting Off	29,177	48,475	47,400	73,710	65,000	63
303.10	Assc Budget Dir	26,749	34,000	36,000	56,450	51,405	40
304.00	Chief Plan-Budgt Off	35,400	43,746	57,200	85,275	76,715	18
305.00	General Counsel	*	73,750	73,577	111,300	100,952	38
305.10	Staff Attorney	*	*	*	75,600	75,600	25
306.00	Chf Personnel/HR Off	33,280	40,315	55,075	77,540	54,055	215
306.10	Assc Dir Pers/HR	28,063	25,311	34,850	50,067	41,500	77
306.20	Manager Benefits	28,000	24,250	31,600	46,000	37,700	101
306.30	Manager Training-Dev	*	*	19,950	43,260	42,860	28
306.40	Manager Empl Relatns	*	27,500	35,850	48,425	39,188	19
306.50	Manager Labor Rel	*	*	*	66,680	66,680	8
306.60	Manager Employment	*	32,750	33,996	36,000	35,000	55
306.70	Mgr Wage-Sal/Mgr Comp	*	28,000	35,897	43,212	42,000	43
306.80	Mgr Personnel Inf Sys	39,827	20,400	26,600	41,765	40,413	36
307.00	Dir AA/EEO	*	55,000	49,705	62,250	57,845	39
307.10	Assc Dir AA/EEO	*	*	*	41,570	41,570	7
308.00	Dir Pers/AA	31,850	38,000	49,909	64,480	46,290	36
309.00	Chief Inform Sys Off	41,715	51,269	67,000	83,000	67,400	159
309.10	Assc Dir Computer Ctr	30,363	37,338	45,090	61,350	45,180	47
309.20	Data Base Admin	25,784	30,000	33,780	53,750	45,403	48
309.30	Sys Analyst-Hi	29,400	29,750	38,000	46,000	41,134	91
309.50	Prog Analyst-Hi	26,807	30,531	33,850	41,636	36,800	127

*3 cases or less

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN BUDGET QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
		QUARTILE 1 $12 MIL OR LESS	QUARTILE 2 $12 - $25.1 MIL	QUARTILE 3 $25.1 - $58.4 MIL	QUARTILE 4 $58.4 MIL OR MORE	MEDIAN BUDGET $25.1 MIL	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
310.00	Dir Comp Ctr Opr/Adm	33,168	43,065	51,349	70,000	50,706	147
310.10	Assc Dir CC Opr/Adm	28,657	30,874	44,238	52,915	43,828	55
312.00	Chf Phys Plnt/Fac	38,000	48,975	60,160	82,455	59,200	242
312.10	Assc Dir Phys Plnt	33,830	37,500	46,403	59,500	48,200	111
312.20	Mgr Landscape/Grnds	22,000	27,950	34,819	44,875	36,575	108
312.30	Mgr Bldg Mnt Trades	28,000	30,934	38,800	46,550	38,912	101
312.40	Mgr Tech Trades	26,163	31,749	38,480	44,401	39,060	54
312.50	Mgr Custodial Srv	24,200	25,750	33,822	41,721	34,125	137
312.60	Mgr Power Plant	30,876	34,406	43,741	53,028	46,743	44
313.00	Comptroller	38,291	46,000	61,950	79,456	58,325	191
313.10	Manager Payroll	25,000	25,361	29,340	42,057	33,475	143
314.00	Dir Accounting	32,087	33,300	46,186	56,725	46,839	112
314.10	Staff Accountant-Hi	26,520	28,800	33,500	38,176	32,200	158
315.00	Bursar	27,615	27,820	37,340	47,100	38,194	109
315.10	Assc Bursar	20,197	22,950	24,572	39,900	31,173	34
316.00	Dir Purchasing	32,637	30,803	35,899	53,701	42,453	140
316.10	Assc Dir Purchasing	19,243	29,250	29,000	45,650	38,748	45
317.00	Dir Bookstore	22,797	29,000	38,847	50,700	32,000	130
317.10	Assc Dir Bookstore	16,060	20,900	24,154	32,185	24,708	47
318.00	Dir Internal Audit	27,658	31,953	39,459	68,588	60,000	56
319.00	Dir Aux Services	35,450	41,850	54,737	68,359	54,568	60
319.10	Mgr Mail Services	18,500	19,092	24,000	33,944	24,968	141
320.00	Dir Campus Security	21,771	29,029	41,578	51,350	41,090	209
321.00	Dir Risk Mgmt/Ins	*	53,000	44,364	60,500	60,063	44
322.00	Admin Hosp Med Ctr	32,000	74,200	66,512	189,000	86,500	8
322.10	Dir Med Ctr Pub Rel	*	67,600	*	83,200	79,100	8
322.20	Dir Med Ctr Pers	31,620	*	60,000	64,000	62,346	9
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	50,000	73,138	92,700	116,300	82,800	254
401.10	Dir Annual Giving	30,587	35,700	40,384	50,471	40,975	173
401.20	Dir Corp/Fndtn Rel	38,566	40,000	43,350	59,314	50,560	145
401.30	Coord Res Dev	23,000	27,140	34,083	40,588	34,682	90
401.40	Dir Planned Giving	46,134	37,898	53,255	65,796	57,601	119
402.00	Chf Public Rel Off	29,943	41,500	50,722	80,340	48,870	183
402.10	Dir Govt/Leg Rel	42,466	30,510	53,133	83,102	78,000	27
403.00	Chf Dev/Pub Rel Off	43,520	60,000	80,000	122,249	92,616	44
404.00	Dir Alumni Affairs	27,374	34,606	41,062	54,000	41,700	226
405.00	Dir Dev/Alumni Aff	42,250	38,922	58,890	108,968	48,000	28
406.00	Dir Major Gifts	30,681	44,375	52,000	70,311	56,734	84
407.00	Dir Church Relations	28,500	31,800	49,084	71,075	32,587	14
408.00	Dir Community Serv	*	32,500	30,910	43,396	35,073	14
409.00	Dir Publications	30,422	31,860	37,409	53,550	40,100	130
409.10	Assc Dir Publicatns	24,750	23,699	32,050	38,000	32,000	64
409.20	Mgr Printing Srv	23,450	26,540	28,345	39,057	29,800	89
410.00	Dir Info Office	30,000	32,000	42,148	54,878	39,216	87
411.00	Dir News Bureau	31,552	24,227	31,827	42,971	36,400	64
STUDENT SERVICES							
501.00	Chf Student Aff Off	50,000	59,954	78,513	93,350	71,500	241
501.10	Assc Chf Stud Aff Off	31,950	36,000	47,650	65,800	48,000	71
501.50	Dean of Students	43,708	50,473	55,365	67,600	56,984	118
502.00	Chief Admissions Off	38,500	50,000	60,963	74,400	55,639	234
502.10	Assc Dir Admissions	26,000	31,000	38,620	42,943	36,671	217
502.20	Admissions Counselor	21,658	21,710	23,224	25,330	23,071	237
502.30	Academic Advisor	27,158	28,602	29,234	29,000	28,726	78
503.00	Dir Adm & Registrar	36,724	52,500	44,000	48,300	44,650	10
504.00	Registrar	31,346	38,292	48,195	59,500	42,900	289
504.10	Assc Registrar	25,238	24,000	31,878	41,527	35,064	106
504.20	Asst Registrar	20,400	25,500	27,488	30,900	26,980	130
505.00	Dir Adm/Fin Aid	48,983	54,084	73,220	88,400	70,665	42
506.00	Dir Student Fin Aid	32,500	37,850	49,310	61,000	44,656	294
506.10	Assc Dir Std Fin Aid	23,398	27,750	33,400	38,879	31,634	189
507.00	Dir Food Services	30,681	39,532	53,393	68,500	50,970	66
507.10	Assc Dir Food Serv	25,000	31,400	36,983	50,745	40,297	39
508.00	Dir Student Housing	22,833	29,609	37,800	50,000	39,277	138
508.10	Assc Dir Std Housing	21,200	18,800	29,962	35,077	31,496	54
508.20	Housing Off/Adm Opr	34,070	28,000	29,000	40,275	37,629	29
508.30	Housing Off/Res Life	22,000	24,232	26,502	36,191	27,500	103
509.00	Dir Union/Std Act	23,000	29,030	36,325	46,685	39,040	54
510.00	Dir Foreign Students	27,825	25,904	32,092	43,273	36,156	64
511.00	Dir Student Union	*	36,895	41,983	41,845	41,295	31
511.10	Assc Dir Std Union	*	26,000	26,208	34,886	29,250	20
512.00	Dir Std Activities	22,750	27,338	32,714	39,496	30,793	138
513.00	Dir Career Dev/Plcmt	28,900	32,348	40,275	49,540	39,303	241
514.00	Dir Std Counseling	29,765	33,909	47,305	53,150	42,997	162
514.10	Assc Dir Std Cnslg	26,000	24,842	29,874	44,000	33,840	41
515.00	Dir Std Hlth-Physicn	39,378	76,881	90,000	101,890	97,930	47
516.00	Dir Std Hlth-Nurse	21,691	27,916	35,797	42,631	34,101	131
517.00	Dir Campus Ministries	25,500	36,332	40,200	51,425	40,253	98
518.00	Dir Athletics	37,000	44,133	58,175	78,600	56,448	195
519.00	Dir Sports Info	20,800	25,897	26,523	32,152	28,667	123
520.00	Dir Athletics/Men	43,000	39,313	40,448	46,320	43,054	10
521.00	Dir Athletics/Women	*	33,971	43,479	48,804	42,772	23
522.00	Dir Campus Rec/Intmrl	22,000	23,021	34,800	37,624	34,600	81
523.00	Chief Enrollment Mgmt	46,000	66,150	68,050	88,015	71,721	61
524.00	Dir Minority Affairs	33,057	27,419	34,720	46,507	42,200	71
525.00	Dir Conferences	22,050	32,196	36,500	43,309	38,335	72

*3 cases or less

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
	QUARTILE 1 $9.2 MIL OR LESS	QUARTILE 2 $9.2 - $16.3 MIL	QUARTILE 3 $16.3 - $28.7 MIL	QUARTILE 4 $28.7 MIL OR MORE	MEDIAN BUDGET $16.3 MIL	
	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	68,949	90,000	100,000	138,300	90,000	38
101.10 Asst to CEO/System	29,738	60,000	*	54,015	54,015	5
102.00 CEO/Single Inst	71,641	90,280	105,118	138,550	97,987	323
102.10 Asst to CEO/Single	30,000	32,058	35,775	55,500	38,383	130
103.00 Exec Vice Pres	53,900	62,640	69,809	119,625	65,950	61
ACADEMIC						
201.00 Chief Acad Off	50,000	62,000	72,800	94,027	67,991	342
201.10 Assc Chief Acad Off	38,719	44,809	50,000	69,351	53,000	94
202.00 Chf Hlth Prof Off	*	*	*	226,119	219,596	9
203.00 Dir Library Serv	31,380	38,409	44,638	60,083	41,211	333
203.20 Acquistns Librarian	19,785	23,885	28,653	33,770	28,900	115
203.30 Chf Tech Serv Librn	23,875	27,300	32,175	38,860	30,601	175
203.40 Chf Public Serv Librn	24,210	25,892	28,909	40,685	31,133	118
203.50 Reference Librarian	25,236	26,000	28,368	34,789	28,590	208
203.60 Catalog Librarian	19,818	25,320	27,188	31,043	28,472	108
204.00 Dir Instit Research	30,000	38,156	42,160	47,550	41,980	108
204.10 Assc Dir Inst Res	26,400	26,600	27,849	45,383	32,299	22
205.00 Dir Educ Media Serv	25,009	27,040	30,408	40,483	32,138	128
206.00 Dir Learning Res Ctr	26,000	26,630	33,375	40,488	31,664	106
207.00 Dir Internatl Educ	*	31,575	40,600	46,817	42,292	32
207.10 Dir Internatl Std Ed	*	31,000	45,000	46,192	45,392	24
208.00 Dir Comp Ctr Opr/Acad	26,235	32,026	37,655	56,273	41,200	110
208.10 Assc Dir CC Opr/Acad	21,504	31,415	37,660	49,955	37,670	31
209.00 Dir Spons Res & Prog	*	28,040	36,000	53,200	40,914	44
210.00 Dean,Architecture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	36,867	40,250	35,316	86,842	43,103	16
213.00 Dean,Arts & Sciences	35,362	49,000	54,807	80,741	70,000	61
214.00 Dean,Business	34,708	53,000	55,308	95,125	72,650	106
215.00 Dean,Communications	24,769	42,400	43,157	65,737	42,400	19
216.00 Dean,Continuing Ed	26,780	39,000	47,000	64,309	53,360	55
217.00 Dean,Dentistry	*	*	*	131,943	131,943	5
218.00 Dean,Education	37,450	43,500	49,370	76,491	50,664	73
219.00 Dean,Engineering	25,063	49,765	48,860	87,850	74,400	19
221.00 Dean,Extension	40,000	31,200	65,741	74,000	57,370	8
222.00 Dean,Fine Arts	*	41,425	44,729	70,639	48,350	23
223.00 Dean,Graduate Program	49,344	45,700	56,515	80,840	57,512	87
224.00 Dean,Hlth-Rltd Prof	42,750	44,600	53,100	73,468	53,100	16
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	32,190	42,966	50,420	60,000	44,000	37
228.00 Dean,Law	*	32,857	140,000	146,975	140,600	30
229.00 Dean,Lib & Inf Sci	36,296	*	57,357	67,784	60,000	11
230.00 Dean,Mathematics	36,944	36,700	44,597	48,056	38,198	13
231.00 Dean,Medicine	*	*	*	222,269	222,269	7
232.00 Dean,Music	30,937	39,713	42,237	74,600	41,918	24
233.00 Dean,Nursing	48,241	50,000	51,750	77,509	58,741	56
234.00 Dean,Occ Std/Voc Ed	33,990	*	34,337	*	34,163	4
235.00 Dean,Pharmacy	*	*	*	106,020	106,020	4
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	41,200	47,585	46,030	66,950	47,741	45
238.00 Dean,Social Sciences	41,600	41,250	48,689	58,243	45,577	32
239.00 Dean,Social Work	*	34,351	37,368	71,737	47,712	14
240.00 Dean,Special Programs	48,894	35,000	49,683	51,154	50,078	15
241.00 Dean,Undergrad Prog	37,536	45,000	66,882	59,084	54,205	21
243.00 Dir Continuing Educ	34,592	35,867	40,000	45,625	38,000	81
ADMINISTRATIVE						
301.00 Chief Business Off	46,200	59,870	72,600	97,612	66,528	306
301.01 Chief Admin Off	43,703	59,740	55,304	78,812	62,662	46
301.02 Chief Financial Off	46,750	46,890	58,325	92,136	60,600	84
301.10 Dir Env Health/Safety	*	*	33,322	38,000	37,715	16
301.20 Dir Telecommunic	26,750	25,235	31,840	45,022	40,884	53
302.00 Chief Planning Off	37,300	48,000	59,744	73,852	57,294	24
303.00 Chief Budgeting Off	31,625	37,887	45,952	61,405	53,058	35
303.10 Assc Budget Dir	30,000	31,218	36,100	45,200	40,430	27
304.00 Chief Plan-Budgt Off	*	60,439	37,752	71,017	56,720	12
305.00 General Counsel	*	*	35,521	80,560	79,324	26
305.10 Staff Attorney	39,648	*	55,000	77,000	75,000	9
306.00 Chf Personnel/HR Off	27,006	32,244	39,000	55,358	41,720	182
306.10 Assc Dir Pers/HR	28,873	26,289	26,000	39,461	36,000	45
306.20 Manager Benefits	29,000	27,000	23,316	36,267	32,722	57
306.30 Manager Training-Dev	*	*	26,855	40,379	37,110	16
306.40 Manager Empl Relatns	28,244	*	*	43,987	39,474	5
306.60 Manager Employment	*	*	21,000	35,400	35,000	17
306.70 Mgr Wage-Sal/Mgr Comp	*	*	30,000	36,650	33,300	13
306.80 Mgr Personnel Inf Sys	13,800	*	28,638	38,968	33,740	15
307.00 Dir AA/EEO	*	28,000	31,654	54,200	50,562	21
307.10 Assc Dir AA/EEO	*	*	*	37,478	37,478	8
308.00 Dir Pers/AA	22,440	24,085	35,800	50,000	34,817	36
309.00 Chief Inform Sys Off	30,974	40,590	45,938	66,250	48,150	151
309.10 Assc Dir Computer Ctr	23,850	24,235	37,025	48,500	39,455	57
309.20 Data Base Admin	21,000	25,287	32,026	43,419	33,809	56
309.30 Sys Analyst-Hi	27,666	26,000	32,259	38,455	34,946	77
309.50 Prog Analyst-Hi	21,800	25,920	27,770	35,693	31,815	118
310.00 Dir Comp Ctr Opr/Adm	32,500	35,340	39,758	57,000	39,515	145
310.10 Assc Dir CC Opr/Adm	27,600	25,817	32,333	58,115	32,063	59
312.00 Chf Phys Plnt/Fac	33,095	38,416	46,043	61,292	45,000	270
312.10 Assc Dir Phys Plnt	27,570	25,635	33,750	48,081	34,925	122

*3 cases or less

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN BUDGET QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
		QUARTILE 1 $9.2 MIL OR LESS	QUARTILE 2 $9.2 - $16.3 MIL	QUARTILE 3 $16.3 - $28.7 MIL	QUARTILE 4 $28.7 MIL OR MORE	MEDIAN BUDGET $16.3 MIL	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
312.20	Mgr Landscape/Grnds	22,385	23,478	28,430	36,069	29,285	118
312.30	Mgr Bldg Mnt Trades	22,565	26,000	31,177	41,592	34,002	86
312.40	Mgr Tech Trades	23,219	28,620	33,689	41,797	33,689	34
312.50	Mgr Custodial Srv	20,370	22,100	28,047	34,611	28,687	142
312.60	Mgr Power Plant	28,713	32,760	36,315	38,771	37,051	37
313.00	Comptroller	32,460	38,012	45,453	58,520	45,000	225
313.10	Manager Payroll	23,700	22,325	26,317	31,930	28,114	105
314.00	Dir Accounting	28,000	29,845	34,512	49,800	38,134	87
314.10	Staff Accountant-Hi	21,675	24,543	30,117	33,780	29,145	156
315.00	Bursar	21,690	25,034	29,474	40,300	30,500	87
315.10	Assc Bursar	18,952	20,550	32,653	33,883	27,384	27
316.00	Dir Purchasing	23,071	25,500	30,867	38,675	35,700	89
316.10	Assc Dir Purchasing	*	*	25,875	35,598	31,921	19
317.00	Dir Bookstore	19,444	24,121	27,625	37,700	27,012	200
317.10	Assc Dir Bookstore	22,366	16,000	20,329	31,164	22,940	35
318.00	Dir Internal Audit	*	29,052	36,950	60,577	54,999	27
319.00	Dir Aux Services	22,355	33,217	38,395	57,500	44,358	59
319.10	Mgr Mail Services	17,920	16,940	19,110	26,855	20,125	131
320.00	Dir Campus Security	21,013	24,000	31,200	40,295	32,100	203
321.00	Dir Risk Mgmt/Ins	*	23,880	32,495	65,959	56,561	16
322.00	Admin Hosp Med Ctr	*	*	*	*	*	2
322.10	Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20	Dir Med Ctr Pers	*	*	*	*	*	3
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	46,986	56,615	68,427	86,100	62,543	298
401.10	Dir Annual Giving	31,565	34,010	33,852	39,444	35,000	213
401.20	Dir Corp/Fndtn Rel	27,100	30,944	35,190	44,750	39,829	122
401.30	Coord Res Dev	26,164	27,000	27,990	34,102	31,100	86
401.40	Dir Planned Giving	40,335	39,063	42,424	54,350	46,470	142
402.00	Chf Public Rel Off	29,663	34,400	40,000	53,850	39,160	211
402.10	Dir Govt/Leg Rel	*	28,125	40,250	70,600	66,500	13
403.00	Chf Dev/Pub Rel Off	49,480	58,730	76,000	95,000	78,183	45
404.00	Dir Alumni Affairs	25,877	30,300	35,570	42,800	34,802	257
405.00	Dir Dev/Alumni Aff	35,025	35,350	45,750	50,509	40,820	47
406.00	Dir Major Gifts	37,273	33,820	42,000	57,415	47,450	59
407.00	Dir Church Relations	20,000	34,385	40,622	49,668	40,208	74
408.00	Dir Community Serv	25,000	25,800	31,713	37,590	31,356	36
409.00	Dir Publications	27,040	28,030	32,395	41,121	32,998	125
409.10	Assc Dir Publicatns	20,356	20,756	25,168	32,727	25,833	52
409.20	Mgr Printing Srv	20,000	22,022	24,720	35,252	28,338	102
410.00	Dir Info Office	27,370	32,379	35,600	38,000	34,148	90
411.00	Dir News Bureau	*	23,541	24,300	33,990	27,750	59
STUDENT SERVICES							
501.00	Chf Student Aff Off	36,000	48,675	56,526	73,988	54,080	282
501.10	Assc Chf Stud Aff Off	25,480	31,965	33,500	52,490	38,500	57
501.50	Dean of Students	35,796	37,999	41,034	52,257	41,767	139
502.00	Chief Admissions Off	32,940	40,000	42,583	58,235	41,988	269
502.10	Assc Dir Admissions	24,350	27,448	28,968	37,037	29,955	227
502.20	Admissions Counselor	19,000	19,430	21,670	23,324	21,477	270
502.30	Academic Advisor	25,750	28,891	29,070	30,600	29,349	89
503.00	Dir Adm & Registrar	34,608	38,565	34,044	54,080	34,608	11
504.00	Registrar	27,868	33,311	38,450	50,775	36,427	337
504.10	Assc Registrar	29,557	23,175	28,823	36,785	30,200	85
504.20	Asst Registrar	15,000	21,177	23,870	29,600	24,560	129
505.00	Dir Adm/Fin Aid	28,400	46,108	52,880	79,745	49,054	46
506.00	Dir Student Fin Aid	25,321	33,000	38,885	48,624	37,282	331
506.10	Assc Dir Std Fin Aid	22,145	22,812	26,475	33,533	27,500	177
507.00	Dir Food Services	24,000	33,000	42,975	52,527	37,546	76
507.10	Assc Dir Food Serv	19,000	23,500	28,000	34,320	28,700	37
508.00	Dir Student Housing	23,500	26,500	30,458	39,657	30,511	162
508.10	Assc Dir Std Housing	26,553	17,266	25,615	33,000	30,734	55
508.20	Housing Off/Adm Opr	*	15,000	31,000	34,750	31,430	15
508.30	Housing Off/Res Life	18,849	23,951	21,670	26,297	24,863	97
509.00	Dir Union/Std Act	36,750	24,464	31,352	36,118	32,813	41
510.00	Dir Foreign Students	17,450	23,825	26,078	34,587	31,687	63
511.00	Dir Student Union	22,776	28,000	32,530	41,441	35,020	35
511.10	Assc Dir Std Union	*	22,500	24,250	31,134	27,500	17
512.00	Dir Std Activities	25,320	22,470	27,845	33,360	28,050	177
513.00	Dir Career Dev/Plcmt	23,965	28,618	33,634	42,130	33,250	249
514.00	Dir Std Counseling	29,005	31,160	35,986	49,034	36,755	203
514.10	Assc Dir Std Cnslg	22,383	23,000	31,033	35,619	33,025	45
515.00	Dir Std Hlth-Physicn	*	27,820	35,138	81,650	52,587	17
516.00	Dir Std Hlth-Nurse	19,228	26,478	26,822	36,598	27,591	218
517.00	Dir Campus Ministries	27,914	27,766	33,140	42,550	32,604	235
518.00	Dir Athletics	30,225	38,000	44,500	65,446	43,904	261
519.00	Dir Sports Info	24,160	20,931	23,543	30,716	26,500	139
520.00	Dir Athletics/Men	*	20,235	27,300	53,100	47,523	18
521.00	Dir Athletics/Women	25,656	25,300	31,300	41,068	35,615	34
522.00	Dir Campus Rec/Intmrl	21,100	25,958	27,700	35,630	30,337	84
523.00	Chief Enrollment Mgmt	38,897	53,348	57,323	73,340	62,397	89
524.00	Dir Minority Affairs	31,540	31,000	30,419	39,369	35,154	82
525.00	Dir Conferences	24,850	24,156	31,120	37,995	30,600	73

*3 cases or less

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
		QUARTILE 1 1,108 OR LESS	QUARTILE 2 1,109 - 2,266	QUARTILE 3 2,267 - 6,156	QUARTILE 4 6,157 OR MORE	MEDIAN ENROLLMENT 2,266	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE							
101.00	CEO/System	89,649	90,281	102,833	139,500	115,000	255
101.10	Asst to CEO/System	35,616	52,149	53,480	73,691	67,500	95
102.00	CEO/Single Inst	88,000	103,490	108,536	125,004	107,180	1,205
102.10	Asst to CEO/Single	32,565	44,408	56,000	66,852	51,492	571
103.00	Exec Vice Pres	64,558	70,096	84,410	115,186	84,544	225
ACADEMIC							
201.00	Chief Acad Off	62,400	76,010	85,076	109,165	81,445	1,318
201.10	Assc Chief Acad Off	45,660	55,820	67,416	81,527	70,000	437
202.00	Chf Hlth Prof Off	48,088	50,185	64,000	180,313	115,843	80
203.00	Dir Library Serv	38,159	47,642	57,815	76,447	52,035	1,172
203.20	Acquistns Librarian	25,250	32,133	35,487	43,104	35,724	499
203.30	Chf Tech Serv Librn	28,887	33,686	38,588	51,990	37,923	643
203.40	Chf Public Serv Librn	28,041	34,930	37,999	51,449	38,702	465
203.50	Reference Librarian	26,422	31,304	35,782	42,812	34,800	758
203.60	Catalog Librarian	22,567	31,496	34,134	39,106	33,500	425
204.00	Dir Instit Research	37,000	45,000	48,464	60,000	51,760	639
204.10	Assc Dir Inst Res	33,800	28,000	40,540	46,536	42,500	137
205.00	Dir Educ Media Serv	28,177	33,940	41,053	53,205	40,016	506
206.00	Dir Learning Res Ctr	31,279	39,070	47,050	52,337	42,330	422
207.00	Dir Internatl Educ	34,277	46,950	47,161	62,475	55,038	158
207.10	Dir Internatl Std Ed	46,200	45,000	48,450	55,350	49,300	127
208.00	Dir Comp Ctr Opr/Acad	37,000	42,530	54,129	67,614	52,450	439
208.10	Assc Dir CC Opr/Acad	32,375	38,332	42,368	60,036	47,594	174
209.00	Dir Spons Res & Prog	32,413	38,835	51,903	65,000	56,837	398
210.00	Dean,Architecture	73,400	69,009	66,950	103,950	100,500	63
211.00	Dean,Agriculture	47,850	41,000	71,294	107,411	100,433	69
212.00	Dean,Arts & Letters	41,578	51,334	64,293	84,000	71,067	115
213.00	Dean,Arts & Sciences	49,797	56,805	76,586	96,704	79,310	413
214.00	Dean,Business	46,300	55,181	74,092	102,360	78,679	643
215.00	Dean,Communications	36,558	42,225	57,268	89,000	65,000	101
216.00	Dean,Continuing Ed	49,985	51,617	65,000	78,326	64,498	376
217.00	Dean,Dentistry	79,533	127,226	130,207	138,496	132,500	49
218.00	Dean,Education	40,000	52,209	71,683	88,513	77,765	412
219.00	Dean,Engineering	49,596	57,932	69,527	118,742	101,130	235
221.00	Dean,Extension	40,000	52,405	65,741	94,044	73,440	64
222.00	Dean,Fine Arts	45,067	48,950	59,172	83,200	72,411	167
223.00	Dean,Graduate Program	52,350	59,382	73,800	87,150	79,700	379
224.00	Dean,Hlth-Rltd Prof	51,884	52,000	62,761	83,533	67,996	222
225.00	Dean,Home Economics	*	42,989	69,296	97,000	92,700	39
226.00	Dean,Humanities	43,943	49,920	60,750	77,458	58,905	179
227.00	Dean,Instruction	53,512	57,000	63,600	71,379	63,869	40
228.00	Dean,Law	40,000	140,000	138,000	140,004	139,000	130
229.00	Dean,Lib & Inf Sci	*	50,876	70,000	88,019	76,441	82
230.00	Dean,Mathematics	38,198	44,673	61,051	70,344	56,469	87
231.00	Dean,Medicine	220,942	149,675	195,500	221,709	199,500	75
232.00	Dean,Music	32,583	42,237	70,000	90,420	72,300	74
233.00	Dean,Nursing	49,354	54,866	69,190	94,000	70,854	281
234.00	Dean,Occ Std/Voc Ed	47,599	52,800	61,680	72,010	59,581	196
235.00	Dean,Pharmacy	*	130,418	110,110	111,319	111,397	53
236.00	Dean,Public Health	*	*	100,000	137,250	137,000	21
237.00	Dean,Sciences	45,808	53,178	64,200	90,686	66,784	238
238.00	Dean,Social Sciences	41,487	49,995	57,090	79,704	58,056	169
239.00	Dean,Social Work	38,883	41,198	54,996	100,000	87,150	75
240.00	Dean,Special Programs	35,000	52,521	56,451	62,728	54,838	103
241.00	Dean,Undergrad Prog	43,248	57,810	72,000	90,000	68,764	95
242.00	Dean,Veterinary Med	*	*	*	125,017	125,017	22
243.00	Dir Continuing Educ	36,000	41,924	47,076	62,144	46,800	397
ADMINISTRATIVE							
301.00	Chief Business Off	57,527	70,816	79,692	97,897	77,150	1,171
301.01	Chief Admin Off	56,948	67,473	75,745	91,686	76,584	251
301.02	Chief Financial Off	49,366	58,242	72,300	81,100	70,475	455
301.10	Dir Env Health/Safety	45,745	43,020	43,201	58,350	51,978	266
301.20	Dir Telecommunic	32,948	39,600	43,062	56,387	49,858	353
302.00	Chief Planning Off	51,780	61,900	67,786	81,167	72,123	175
303.00	Chief Budgeting Off	47,868	49,452	55,123	66,675	59,750	378
303.10	Assc Budget Dir	34,500	40,400	44,750	50,831	47,064	213
304.00	Chief Plan-Budgt Off	56,900	53,000	60,500	86,450	76,401	94
305.00	General Counsel	75,624	63,160	77,407	84,050	81,043	224
305.10	Staff Attorney	64,926	55,000	60,848	63,698	61,900	122
306.00	Chf Personnel/HR Off	36,477	44,224	52,700	70,157	54,996	913
306.10	Assc Dir Pers/HR	29,059	36,249	40,650	50,993	44,760	336
306.20	Manager Benefits	30,569	30,811	33,276	41,603	37,098	413
306.30	Manager Training-Dev	43,400	30,711	39,000	41,329	40,500	180
306.40	Manager Empl Relatns	37,122	39,847	45,873	45,036	45,026	103
306.50	Manager Labor Rel	56,000	39,277	66,031	57,678	57,490	64
306.60	Manager Employment	32,750	35,500	34,205	39,919	36,824	240
306.70	Mgr Wage-Sal/Mgr Comp	33,817	34,638	37,556	43,262	40,936	190
306.80	Mgr Personnel Inf Sys	39,827	29,957	39,176	42,420	40,919	141
307.00	Dir AA/EEO	36,747	46,419	51,580	58,240	55,325	343
307.10	Assc Dir AA/EEO	*	37,062	38,605	39,210	39,136	71
308.00	Dir Pers/AA	33,034	41,369	52,000	63,000	45,052	194
309.00	Chief Inform Sys Off	40,979	51,194	63,685	77,422	62,537	719
309.10	Assc Dir Computer Ctr	31,750	39,940	46,617	59,450	48,458	235
309.20	Data Base Admin	26,242	34,825	43,293	51,128	45,706	273
309.30	Sys Analyst-Hi	29,750	34,243	39,965	44,926	41,310	491
309.50	Prog Analyst-Hi	27,000	32,400	35,804	39,215	35,664	615

*3 cases or less

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
		QUARTILE 1 1,108 OR LESS	QUARTILE 2 1,109 - 2,266	QUARTILE 3 2,267 - 6,156	QUARTILE 4 6,157 OR MORE	MEDIAN ENROLLMENT 2,266	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
310.00	Dir Comp Ctr Opr/Adm	36,175	43,901	51,808	67,350	51,293	592
310.10	Assc Dir CC Opr/Adm	29,656	37,424	42,173	55,393	44,602	233
312.00	Chf Phys Plnt/Fac	38,500	47,712	55,162	70,000	54,372	1,131
312.10	Assc Dir Phys Plnt	33,042	37,937	44,119	55,523	44,479	546
312.20	Mgr Landscape/Grnds	24,627	30,563	32,364	40,248	34,514	535
312.30	Mgr Bldg Mnt Trades	28,637	35,000	38,650	43,216	38,800	414
312.40	Mgr Tech Trades	30,000	38,480	38,594	43,200	39,540	208
312.50	Mgr Custodial Srv	25,000	30,000	31,552	39,034	32,491	619
312.60	Mgr Power Plant	27,456	40,100	38,165	45,841	41,700	259
313.00	Comptroller	39,000	47,250	54,300	68,950	53,500	793
313.10	Manager Payroll	24,926	27,760	31,957	40,362	33,910	624
314.00	Dir Accounting	32,370	38,059	44,335	54,600	46,678	535
314.10	Staff Accountant-Hi	26,104	30,939	33,980	35,950	32,566	665
315.00	Bursar	25,023	31,200	39,754	49,986	40,774	431
315.10	Assc Bursar	20,606	22,000	31,500	39,383	34,109	122
316.00	Dir Purchasing	30,125	35,000	40,615	53,142	44,000	700
316.10	Assc Dir Purchasing	32,200	29,050	31,748	42,271	37,863	225
317.00	Dir Bookstore	23,642	30,269	36,575	47,415	33,176	682
317.10	Assc Dir Bookstore	16,825	23,920	25,274	35,146	27,130	200
318.00	Dir Internal Audit	38,711	38,980	43,756	57,157	53,921	344
319.00	Dir Aux Services	33,759	46,738	51,837	65,000	55,220	325
319.10	Mgr Mail Services	18,500	21,567	25,147	31,250	25,281	549
320.00	Dir Campus Security	27,000	34,290	41,250	54,174	41,218	864
321.00	Dir Risk Mgmt/Ins	52,375	53,928	48,900	59,875	54,706	164
322.00	Admin Hosp Med Ctr	74,200	78,023	167,799	178,849	167,904	47
322.10	Dir Med Ctr Pub Rel	67,600	85,375	67,077	67,450	67,800	38
322.20	Dir Med Ctr Pers	31,620	61,173	64,072	72,892	70,040	31
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	55,000	71,609	73,094	91,277	71,509	905
401.10	Dir Annual Giving	33,303	36,382	40,000	47,971	38,640	543
401.20	Dir Corp/Fndtn Rel	35,227	42,677	46,800	57,057	46,980	410
401.30	Coord Res Dev	25,000	33,100	34,822	38,800	34,719	265
401.40	Dir Planned Giving	40,671	49,211	51,498	60,409	51,369	354
402.00	Chf Public Rel Off	33,145	42,090	47,700	68,503	47,200	734
402.10	Dir Govt/Leg Rel	41,125	53,562	66,058	78,670	75,000	161
403.00	Chf Dev/Pub Rel Off	60,000	65,251	75,000	94,904	80,868	213
404.00	Dir Alumni Affairs	30,575	36,926	40,704	51,502	40,000	776
405.00	Dir Dev/Alumni Aff	36,575	45,949	47,431	58,901	46,700	139
406.00	Dir Major Gifts	40,000	50,550	53,676	61,600	53,838	208
407.00	Dir Church Relations	31,865	40,208	49,084	74,500	39,539	88
408.00	Dir Community Serv	32,500	34,577	45,233	49,803	43,495	153
409.00	Dir Publications	30,483	34,600	38,723	47,793	40,185	476
409.10	Assc Dir Publicatns	22,100	29,025	31,890	37,651	32,138	185
409.20	Mgr Printing Srv	21,867	28,152	32,020	40,283	33,780	483
410.00	Dir Info Office	32,600	35,859	38,616	51,874	40,374	441
411.00	Dir News Bureau	26,300	29,435	35,000	41,855	35,783	244
STUDENT SERVICES							
501.00	Chf Student Aff Off	50,000	60,238	70,550	89,542	67,608	1,125
501.10	Assc Chf Stud Aff Off	33,760	40,762	50,256	67,206	51,727	274
501.50	Dean of Students	40,482	50,116	55,540	63,000	53,912	498
502.00	Chief Admissions Off	38,500	49,438	51,810	60,300	50,000	895
502.10	Assc Dir Admissions	26,894	32,210	35,675	42,287	34,492	720
502.20	Admissions Counselor	21,000	23,000	25,000	26,000	23,516	843
502.30	Academic Advisor	28,791	31,437	30,060	28,653	29,623	360
503.00	Dir Adm & Registrar	38,790	44,218	51,724	60,252	50,553	196
504.00	Registrar	32,501	40,000	48,295	59,267	43,643	1,088
504.10	Assc Registrar	26,184	29,928	34,983	44,260	36,593	383
504.20	Asst Registrar	21,215	25,594	29,043	34,444	28,161	458
505.00	Dir Adm/Fin Aid	41,830	52,880	69,569	75,054	54,084	141
506.00	Dir Student Fin Aid	32,250	40,280	45,990	55,749	43,467	1,247
506.10	Assc Dir Std Fin Aid	24,000	28,826	33,275	41,172	32,036	685
507.00	Dir Food Services	30,999	42,975	44,433	52,566	44,213	300
507.10	Assc Dir Food Serv	24,500	34,906	34,375	44,102	36,129	144
508.00	Dir Student Housing	26,841	31,907	40,000	55,792	40,000	595
508.10	Assc Dir Std Housing	20,650	26,197	31,993	41,000	34,486	246
508.20	Housing Off/Adm Opr	32,535	28,000	31,800	40,593	38,352	130
508.30	Housing Off/Res Life	22,100	26,143	27,708	39,098	28,225	348
509.00	Dir Union/Std Act	27,300	32,718	42,550	51,979	42,062	198
510.00	Dir Foreign Students	26,412	30,593	36,000	43,390	36,754	253
511.00	Dir Student Union	28,767	34,147	41,923	51,139	44,906	220
511.10	Assc Dir Std Union	22,500	26,252	30,747	38,493	35,539	147
512.00	Dir Std Activities	25,260	29,785	34,099	42,511	33,407	669
513.00	Dir Career Dev/Plcmt	29,084	35,900	40,320	50,000	39,283	943
514.00	Dir Std Counseling	30,977	39,753	45,668	58,073	44,616	796
514.10	Assc Dir Std Cnslg	25,000	31,956	34,535	46,998	39,000	197
515.00	Dir Std Hlth-Physicn	30,766	78,461	76,426	87,659	84,039	235
516.00	Dir Std Hlth-Nurse	25,367	30,700	35,014	44,058	32,167	531
517.00	Dir Campus Ministries	29,640	34,464	38,207	53,349	34,800	339
518.00	Dir Athletics	37,000	47,492	56,421	78,961	55,169	877
519.00	Dir Sports Info	21,100	25,024	29,090	36,451	30,000	523
520.00	Dir Athletics/Men	23,700	41,716	46,108	66,226	50,354	58
521.00	Dir Athletics/Women	25,656	40,125	41,971	55,624	45,822	125
522.00	Dir Campus Rec/Intrmrl	23,010	30,252	34,892	45,894	36,933	394
523.00	Chief Enrollment Mgmt	51,300	63,627	64,480	70,266	64,000	242
524.00	Dir Minority Affairs	31,175	34,653	39,875	46,800	40,212	338
525.00	Dir Conferences	28,228	34,017	38,619	44,339	37,620	263

*3 cases or less

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TABLE 6
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
		QUARTILE 1 2,076 OR LESS	QUARTILE 2 2,077 - 4,586	QUARTILE 3 4,587 - 10,468	QUARTILE 4 10,469 OR MORE	MEDIAN ENROLLMENT 4,586	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE							
101.00	CEO/System	88,906	93,318	111,854	144,009	115,248	175
101.10	Asst to CEO/System	45,649	45,000	62,012	75,910	69,043	77
102.00	CEO/Single Inst	87,000	100,000	109,100	136,158	103,000	602
102.10	Asst to CEO/Single	42,509	53,523	62,600	69,464	59,354	282
103.00	Exec Vice Pres	68,696	83,818	85,001	115,500	88,395	117
ACADEMIC							
201.00	Chief Acad Off	65,533	77,514	92,568	116,016	85,581	681
201.10	Assc Chief Acad Off	47,475	66,009	73,352	87,486	75,040	241
202.00	Chf Hlth Prof Off	45,435	53,943	103,493	180,000	121,671	54
203.00	Dir Library Serv	44,069	53,205	64,219	86,800	60,853	540
203.20	Acquistns Librarian	33,000	35,279	37,193	44,802	39,229	258
203.30	Chf Tech Serv Librn	32,451	39,000	42,664	55,950	43,910	294
203.40	Chf Public Serv Librn	36,281	36,701	41,419	57,297	42,792	230
203.50	Reference Librarian	31,997	35,966	39,956	44,239	38,424	349
203.60	Catalog Librarian	28,197	34,900	35,084	42,776	36,602	211
204.00	Dir Instit Research	44,009	47,228	53,796	61,997	54,364	424
204.10	Assc Dir Inst Res	38,256	41,898	41,687	48,152	44,934	94
205.00	Dir Educ Media Serv	34,642	39,761	48,296	57,642	47,482	268
206.00	Dir Learning Res Ctr	41,896	48,117	52,337	54,180	48,630	240
207.00	Dir Internatl Educ	*	47,671	56,972	71,975	57,800	87
207.10	Dir Internatl Std Ed	*	52,766	44,724	64,320	55,000	76
208.00	Dir Comp Ctr Opr/Acad	41,131	54,444	58,770	72,375	59,045	212
208.10	Assc Dir CC Opr/Acad	34,033	42,808	53,752	61,288	54,000	93
209.00	Dir Spons Res & Prog	40,521	47,031	56,994	68,666	58,520	286
210.00	Dean,Architecture	*	66,777	93,800	102,794	100,825	44
211.00	Dean,Agriculture	41,981	70,428	77,725	114,425	100,217	68
212.00	Dean,Arts & Letters	54,614	59,995	70,596	97,604	74,768	92
213.00	Dean,Arts & Sciences	53,089	72,000	80,104	102,556	79,656	279
214.00	Dean,Business	51,047	64,445	82,419	110,000	78,679	443
215.00	Dean,Communications	43,123	50,920	74,658	97,119	71,289	64
216.00	Dean,Continuing Ed	51,473	62,000	69,420	86,056	65,369	261
217.00	Dean,Dentistry	129,999	128,137	117,840	143,584	131,354	36
218.00	Dean,Education	58,700	70,000	78,669	99,998	82,555	285
219.00	Dean,Engineering	56,648	59,856	84,007	121,375	101,515	182
221.00	Dean,Extension	52,405	60,944	75,582	98,500	74,871	50
222.00	Dean,Fine Arts	46,467	53,217	73,482	92,094	76,456	119
223.00	Dean,Graduate Program	73,338	73,276	77,700	95,000	84,082	215
224.00	Dean,Hlth-Rltd Prof	50,928	61,109	73,408	90,517	68,389	184
225.00	Dean,Home Economics	*	59,648	73,873	97,450	92,700	35
226.00	Dean,Humanities	49,535	56,516	72,760	84,788	64,792	117
227.00	Dean,Instruction	55,612	65,299	68,369	72,678	63,869	38
228.00	Dean,Law	*	127,404	97,993	136,312	132,870	67
229.00	Dean,Lib & Inf Sci	46,080	54,169	70,763	89,602	77,172	63
230.00	Dean,Mathematics	43,750	53,163	68,162	69,715	62,055	63
231.00	Dean,Medicine	150,000	186,111	138,690	207,747	178,785	54
232.00	Dean,Music	*	62,332	80,000	89,514	86,696	31
233.00	Dean,Nursing	49,213	59,716	74,900	100,606	74,952	190
234.00	Dean,Occ Std/Voc Ed	51,659	59,933	65,494	74,467	60,364	187
235.00	Dean,Pharmacy	*	126,095	95,000	119,400	116,050	46
236.00	Dean,Public Health	*	100,000	*	124,055	120,566	17
237.00	Dean,Sciences	53,376	62,297	75,913	102,224	74,449	167
238.00	Dean,Social Sciences	45,800	56,816	70,325	94,154	66,334	115
239.00	Dean,Social Work	41,198	47,864	75,000	101,660	92,217	49
240.00	Dean,Special Programs	42,501	53,134	64,868	60,850	56,289	73
241.00	Dean,Undergrad Prog	54,444	57,740	71,040	92,648	78,000	45
242.00	Dean,Veterinary Med	*	*	*	123,750	123,750	20
243.00	Dir Continuing Educ	40,705	47,323	54,992	68,975	51,559	240
ADMINISTRATIVE							
301.00	Chief Business Off	60,410	73,000	85,696	103,768	79,060	623
301.01	Chief Admin Off	62,382	75,333	78,004	96,624	79,582	152
301.02	Chief Financial Off	48,450	64,978	70,040	84,000	71,951	252
301.10	Dir Env Health/Safety	44,738	46,789	44,720	59,583	52,135	200
301.20	Dir Telecommunic	41,745	43,508	48,328	59,510	51,631	226
302.00	Chief Planning Off	54,864	70,368	72,005	80,000	73,166	121
303.00	Chief Budgeting Off	47,184	54,263	58,900	67,320	59,346	279
303.10	Assc Budget Dir	36,288	43,083	41,145	53,690	47,388	145
304.00	Chief Plan-Budgt Off	63,900	59,040	73,951	93,368	78,054	64
305.00	General Counsel	65,916	65,061	70,039	84,323	78,913	159
305.10	Staff Attorney	51,358	52,500	60,180	63,000	59,552	88
306.00	Chf Personnel/HR Off	40,306	50,184	58,000	75,480	59,466	514
306.10	Assc Dir Pers/HR	37,568	40,919	44,114	54,500	47,254	213
306.20	Manager Benefits	31,036	33,276	34,262	44,093	37,961	254
306.30	Manager Training-Dev	29,128	38,952	34,730	41,774	40,009	136
306.40	Manager Empl Relatns	50,365	52,400	40,459	46,440	46,220	78
306.50	Manager Labor Rel	54,816	51,628	55,756	57,184	56,124	56
306.60	Manager Employment	35,132	39,554	30,484	40,919	37,874	168
306.70	Mgr Wage-Sal/Mgr Comp	36,034	40,948	33,637	44,250	40,948	133
306.80	Mgr Personnel Inf Sys	29,957	39,507	32,593	44,735	41,912	90
307.00	Dir AA/EEO	42,612	50,033	49,750	62,449	55,200	282
307.10	Assc Dir AA/EEO	34,567	35,670	46,617	40,400	39,225	56
308.00	Dir Pers/AA	38,967	51,544	54,768	66,146	48,900	121
309.00	Chief Inform Sys Off	44,467	58,799	67,115	83,725	65,158	408
309.10	Assc Dir Computer Ctr	36,286	46,900	51,280	67,002	52,869	131
309.20	Data Base Admin	36,000	44,030	45,437	53,855	48,053	169
309.30	Sys Analyst-Hi	35,108	39,322	43,096	46,091	42,762	322
309.50	Prog Analyst-Hi	32,347	35,104	36,225	39,926	36,213	368

*3 cases or less

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		QUARTILE 1 2,076 OR LESS	QUARTILE 2 2,077 - 4,586	QUARTILE 3 4,587 - 10,468	QUARTILE 4 10,469 OR MORE	MEDIAN ENROLLMENT 4,586	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
310.00	Dir Comp Ctr Opr/Adm	41,698	51,560	54,783	69,264	55,481	299
310.10	Assc Dir CC Opr/Adm	34,438	44,456	50,827	55,620	50,678	117
312.00	Chf Phys Plnt/Fac	40,980	52,063	59,357	75,789	57,000	618
312.10	Assc Dir Phys Plnt	35,746	40,788	45,323	59,296	46,253	310
312.20	Mgr Landscape/Grnds	27,479	30,800	34,160	41,328	35,331	308
312.30	Mgr Bldg Mnt Trades	35,398	35,572	38,286	44,972	39,562	226
312.40	Mgr Tech Trades	33,817	38,157	40,094	43,200	40,416	117
312.50	Mgr Custodial Srv	25,620	28,352	33,634	40,560	34,000	339
312.60	Mgr Power Plant	31,322	37,061	40,026	47,430	41,700	177
313.00	Comptroller	40,856	51,854	57,110	72,696	56,419	376
313.10	Manager Payroll	26,434	30,068	34,136	43,200	35,935	374
314.00	Dir Accounting	33,417	41,900	48,200	56,945	49,087	337
314.10	Staff Accountant-Hi	28,464	32,650	35,006	35,936	34,362	351
315.00	Bursar	31,380	39,603	42,772	53,500	45,213	234
315.10	Assc Bursar	21,647	31,800	35,103	41,898	37,303	60
316.00	Dir Purchasing	31,527	40,897	44,646	58,153	46,224	470
316.10	Assc Dir Purchasing	29,910	31,343	34,178	46,227	37,863	161
317.00	Dir Bookstore	26,214	33,232	41,837	50,690	38,280	353
317.10	Assc Dir Bookstore	22,188	23,908	28,285	37,056	29,912	116
318.00	Dir Internal Audit	42,134	42,806	45,208	60,360	51,766	260
319.00	Dir Aux Services	37,213	51,376	55,706	66,527	56,812	206
319.10	Mgr Mail Services	19,082	25,207	26,439	32,470	28,074	274
320.00	Dir Campus Security	30,009	39,644	44,864	57,833	46,134	449
321.00	Dir Risk Mgmt/Ins	51,841	52,429	42,663	58,242	52,426	103
322.00	Admin Hosp Med Ctr	110,000	160,584	*	178,849	169,900	37
322.10	Dir Med Ctr Pub Rel	97,749	67,077	54,310	62,100	63,797	26
322.20	Dir Med Ctr Pers	*	78,134	55,322	78,000	72,892	19
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	44,866	68,000	70,627	92,000	72,526	354
401.10	Dir Annual Giving	29,300	41,205	38,905	47,963	41,500	153
401.20	Dir Corp/Fndtn Rel	32,232	44,950	50,678	58,044	52,031	139
401.30	Coord Res Dev	28,761	39,600	37,417	40,642	37,454	89
401.40	Dir Planned Giving	43,670	48,137	47,234	60,430	53,063	91
402.00	Chf Public Rel Off	35,810	44,587	52,884	71,931	53,200	339
402.10	Dir Govt/Leg Rel	59,220	66,058	66,864	76,344	75,200	121
403.00	Chf Dev/Pub Rel Off	44,862	63,315	76,581	97,267	78,982	123
404.00	Dir Alumni Affairs	31,700	37,350	41,293	56,861	44,714	289
405.00	Dir Dev/Alumni Aff	43,205	43,100	53,164	60,557	51,421	64
406.00	Dir Major Gifts	42,766	56,000	54,468	55,927	55,632	66
408.00	Dir Community Serv	36,772	47,958	53,645	49,373	46,713	102
409.00	Dir Publications	29,845	38,534	43,658	48,000	44,074	221
409.10	Assc Dir Publicatns	27,191	33,429	33,665	37,731	35,854	69
409.20	Mgr Printing Srv	27,336	31,476	34,398	43,946	37,153	290
410.00	Dir Info Office	34,300	37,035	43,117	55,859	43,242	262
411.00	Dir News Bureau	34,192	33,047	36,805	43,382	38,882	121
STUDENT SERVICES							
501.00	Chf Student Aff Off	54,999	66,394	78,208	94,786	72,875	600
501.10	Assc Chf Stud Aff Off	40,952	48,743	57,279	69,660	58,232	146
501.50	Dean of Students	52,260	57,410	56,351	65,324	58,700	241
502.00	Chief Admissions Off	41,552	45,816	54,232	61,907	51,473	388
502.10	Assc Dir Admissions	2,792	32,897	39,375	42,500	38,000	272
502.20	Admissions Counselor	26,415	26,181	26,703	26,530	26,486	334
502.30	Academic Advisor	33,687	30,561	31,190	28,362	30,000	195
503.00	Dir Adm & Registrar	43,021	50,656	55,180	70,032	52,188	175
504.00	Registrar	36,496	47,431	54,030	61,904	49,224	458
504.10	Assc Registrar	27,471	34,000	38,488	45,480	40,350	191
504.20	Asst Registrar	23,868	29,886	31,220	36,262	32,091	195
505.00	Dir Adm/Fin Aid	37,284	55,089	60,314	76,313	54,000	53
506.00	Dir Student Fin Aid	37,080	43,941	48,400	60,365	46,330	620
506.10	Assc Dir Std Fin Aid	25,843	32,663	35,866	42,516	35,693	315
507.00	Dir Food Services	29,053	37,074	44,450	54,008	44,500	157
507.10	Assc Dir Food Serv	29,529	24,283	38,880	44,732	37,711	68
508.00	Dir Student Housing	30,520	37,586	46,657	60,036	47,604	295
508.10	Assc Dir Std Housing	26,000	31,738	34,580	44,670	37,630	138
508.20	Housing Off/Adm Opr	23,826	32,176	34,320	43,093	39,847	86
508.30	Housing Off/Res Life	22,777	26,776	31,641	42,793	34,000	147
509.00	Dir Union/Std Act	27,311	44,740	45,007	54,408	48,286	103
510.00	Dir Foreign Students	25,000	38,028	36,274	45,683	40,187	125
511.00	Dir Student Union	31,766	37,394	45,733	54,079	48,663	154
511.10	Assc Dir Std Union	*	31,495	35,614	39,345	37,661	110
512.00	Dir Std Activities	31,226	33,457	38,451	46,838	37,631	354
513.00	Dir Career Dev/Plcmt	31,699	38,677	44,129	53,039	43,780	452
514.00	Dir Std Counseling	36,879	44,429	51,940	61,360	50,022	430
514.10	Assc Dir Std Cnslg	29,953	32,608	44,616	48,494	43,623	112
515.00	Dir Std Hlth-Physicn	61,157	70,747	80,004	89,190	84,003	171
516.00	Dir Std Hlth-Nurse	29,929	33,809	39,286	45,636	38,191	180
517.00	Dir Campus Ministries	37,370	60,945	18,480	55,403	40,907	7
518.00	Dir Athletics	44,000	50,579	62,738	92,107	62,606	420
519.00	Dir Sports Info	26,116	25,033	30,549	40,134	34,021	260
520.00	Dir Athletics/Men	42,200	35,700	36,536	73,679	66,226	29
521.00	Dir Athletics/Women	43,900	41,971	42,602	62,482	51,675	68
522.00	Dir Campus Rec/Intmrl	28,410	34,707	40,312	49,675	42,135	227
523.00	Chief Enrollment Mgmt	44,103	52,318	62,476	70,266	60,000	91
524.00	Dir Minority Affairs	33,075	40,000	38,164	52,729	43,000	185
525.00	Dir Conferences	34,000	37,090	40,742	46,212	41,968	118

*3 cases or less

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
		QUARTILE 1 787 OR LESS	QUARTILE 2 788 - 1,474	QUARTILE 3 1,475 - 2,614	QUARTILE 4 2,615 OR MORE	MEDIAN ENROLLMENT 1,474	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE							
101.00	CEO/System	93,059	*	118,536	157,852	120,000	42
101.10	Asst to CEO/System	33,735	*	43,334	58,950	53,400	13
102.00	CEO/Single Inst	100,000	125,000	157,250	178,140	140,000	280
102.10	Asst to CEO/Single	32,784	38,900	53,892	58,019	45,247	159
103.00	Exec Vice Pres	80,000	131,000	93,068	143,450	121,264	47
ACADEMIC							
201.00	Chief Acad Off	65,200	79,000	96,000	123,270	90,000	294
201.10	Assc Chief Acad Off	48,500	59,001	67,875	83,740	67,500	101
202.00	Chf Hlth Prof Off	54,000	196,000	36,462	253,903	91,500	17
203.00	Dir Library Serv	38,357	46,005	57,200	70,000	51,400	300
203.20	Acquistns Librarian	26,726	27,456	36,935	39,577	32,475	127
203.30	Chf Tech Serv Librn	28,911	32,096	38,225	47,908	36,750	174
203.40	Chf Public Serv Librn	27,540	32,112	42,400	48,598	39,050	118
203.50	Reference Librarian	26,172	30,503	34,362	36,789	33,759	200
203.60	Catalog Librarian	23,940	28,552	34,650	35,390	33,346	106
204.00	Dir Instit Research	46,378	43,941	52,180	55,600	50,322	106
204.10	Assc Dir Inst Res	45,125	23,862	25,187	42,500	36,735	22
205.00	Dir Educ Media Serv	35,500	31,841	36,010	44,250	36,143	110
206.00	Dir Learning Res Ctr	32,074	33,000	38,502	45,457	38,033	76
207.00	Dir Internatl Educ	37,923	42,962	53,180	46,885	48,151	39
207.10	Dir Internatl Std Ed	55,852	46,200	43,500	51,525	46,629	27
208.00	Dir Comp Ctr Opr/Acad	39,300	42,241	55,464	62,000	51,920	117
208.10	Assc Dir CC Opr/Acad	30,225	37,822	40,452	62,950	40,404	49
209.00	Dir Spons Res & Prog	40,373	40,823	45,932	63,173	57,220	68
210.00	Dean,Architecture	*	74,300	69,009	122,000	104,450	16
211.00	Dean,Agriculture	*	*	*	*	*	1
212.00	Dean,Arts & Letters	42,655	76,385	61,132	95,250	62,265	7
213.00	Dean,Arts & Sciences	41,500	51,450	69,000	92,000	85,143	73
214.00	Dean,Business	36,200	55,510	65,000	121,343	89,650	93
215.00	Dean,Communications	38,361	33,050	44,717	93,392	74,270	17
216.00	Dean,Continuing Ed	69,236	51,713	63,322	75,000	65,860	61
217.00	Dean,Dentistry	*	79,533	*	151,350	141,050	8
218.00	Dean,Education	32,938	44,615	56,922	85,246	70,100	53
219.00	Dean,Engineering	*	94,605	79,290	113,650	109,000	34
221.00	Dean,Extension	*	*	*	65,549	65,549	6
222.00	Dean,Fine Arts	48,965	69,218	48,832	101,800	69,373	24
223.00	Dean,Graduate Program	54,558	60,000	75,100	91,508	81,191	78
224.00	Dean,Hlth-Rltd Prof	75,022	59,187	75,975	87,000	80,487	22
225.00	Dean,Home Economics	*	*	*	*	*	2
226.00	Dean,Humanities	37,300	59,065	46,371	75,300	54,545	24
227.00	Dean,Instruction	*	*	*	*	*	2
228.00	Dean,Law	78,100	68,076	*	164,500	156,415	33
229.00	Dean,Lib & Inf Sci	*	*	120,000	106,457	106,457	8
230.00	Dean,Mathematics	*	42,206	46,250	80,416	47,049	10
231.00	Dean,Medicine	314,212	362,000	*	255,500	269,692	14
232.00	Dean,Music	*	65,010	56,763	88,692	82,305	18
233.00	Dean,Nursing	53,000	55,200	59,720	94,888	72,072	35
234.00	Dean,Occ Std/Voc Ed	*	51,447	46,989	62,400	51,447	5
235.00	Dean,Pharmacy	*	*	*	*	*	3
236.00	Dean,Public Health	*	*	*	*	*	3
237.00	Dean,Sciences	43,045	77,573	62,892	92,600	66,842	25
238.00	Dean,Social Sciences	34,739	50,563	49,559	78,000	51,447	21
239.00	Dean,Social Work	*	40,191	*	104,000	100,000	11
240.00	Dean,Special Programs	19,440	60,070	65,032	62,755	57,915	15
241.00	Dean,Undergrad Prog	48,500	45,385	78,127	85,000	70,374	30
242.00	Dean,Veterinary Med	*	*	*	*	*	2
243.00	Dir Continuing Educ	36,062	38,604	42,000	54,610	41,000	76
ADMINISTRATIVE							
301.00	Chief Business Off	64,830	77,912	103,173	122,004	88,405	243
301.01	Chief Admin Off	48,983	67,867	83,600	94,330	77,948	53
301.02	Chief Financial Off	48,677	64,575	76,512	100,000	72,000	119
301.10	Dir Env Health/Safety	38,917	50,000	38,020	72,461	57,792	50
301.20	Dir Telecommunic	39,566	39,586	39,600	50,746	47,849	74
302.00	Chief Planning Off	49,525	71,550	88,017	106,150	77,523	30
303.00	Chief Budgeting Off	38,097	66,432	55,620	73,000	65,605	64
303.10	Assc Budget Dir	37,000	40,800	35,875	60,950	52,360	41
304.00	Chief Plan-Budgt Off	46,150	75,000	63,600	88,441	76,715	18
305.00	General Counsel	147,000	87,400	79,263	106,950	102,600	39
305.10	Staff Attorney	78,930	*	88,000	72,294	75,600	25
306.00	Chf Personnel/HR Off	39,424	45,256	54,575	72,000	54,000	217
306.10	Assc Dir Pers/HR	32,473	33,300	40,375	48,565	41,250	78
306.20	Manager Benefits	30,283	34,790	37,700	41,011	37,950	102
306.30	Manager Training-Dev	*	35,929	43,120	44,166	42,860	28
306.40	Manager Empl Relatns	*	39,847	37,260	45,026	39,517	20
306.50	Manager Labor Rel	*	*	*	66,680	66,680	8
306.60	Manager Employment	23,254	38,229	33,280	35,000	35,000	55
306.70	Mgr Wage-Sal/Mgr Comp	28,000	33,000	40,800	43,433	42,100	44
306.80	Mgr Personnel Inf Sys	41,114	37,825	33,616	45,925	40,413	36
307.00	Dir AA/EEO	*	42,000	52,500	59,500	57,672	40
307.10	Assc Dir AA/EEO	*	*	*	41,570	41,570	7
308.00	Dir Pers/AA	36,000	42,923	47,023	62,300	46,235	37
309.00	Chief Inform Sys Off	42,327	52,015	71,515	82,500	67,535	160
309.10	Assc Dir Computer Ctr	32,000	50,123	44,363	59,450	45,261	48
309.20	Data Base Admin	22,000	36,700	37,852	53,750	45,403	48
309.30	Sys Analyst-Hi	35,390	30,900	40,000	45,928	41,367	92
309.50	Prog Analyst-Hi	31,626	30,675	37,000	40,173	36,707	128

*3 cases or less

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TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
		QUARTILE 1 787 OR LESS	QUARTILE 2 788 - 1,474	QUARTILE 3 1,475 - 2,614	QUARTILE 4 2,615 OR MORE	MEDIAN ENROLLMENT 1,474	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
310.00	Dir Comp Ctr Ops/Adm	36,038	42,250	51,467	65,000	50,706	149
310.10	Assc Dir CC Ops/Adm	33,829	42,550	41,892	50,573	43,956	56
312.00	Chf Phys Plnt/Fac	43,300	48,007	60,847	74,999	58,900	244
312.10	Assc Dir Phys Plnt	35,100	39,000	49,919	57,901	48,200	113
312.20	Mgr Landscape/Grnds	29,660	29,598	37,177	41,375	36,577	109
312.30	Mgr Bldg Mnt Trades	28,387	32,532	38,912	45,798	39,000	102
312.40	Mgr Tech Trades	31,663	36,000	41,200	45,100	39,063	56
312.50	Mgr Custodial Srv	25,192	30,800	37,041	39,898	34,447	137
312.60	Mgr Power Plant	31,057	38,494	50,188	47,703	45,700	46
313.00	Comptroller	43,532	48,500	60,750	74,250	58,325	191
313.10	Manager Payroll	24,938	25,915	32,706	40,400	33,450	146
314.00	Dir Accounting	33,316	43,760	47,708	49,475	46,678	113
314.10	Staff Accountant-Hi	26,274	30,249	33,500	36,000	32,000	158
315.00	Bursar	25,132	29,042	34,800	45,800	38,153	109
315.10	Assc Bursar	21,778	19,114	22,610	33,862	31,145	35
316.00	Dir Purchasing	30,996	34,236	42,500	55,860	42,477	141
316.10	Assc Dir Purchasing	37,195	32,250	28,323	42,348	38,748	45
317.00	Dir Bookstore	26,762	28,100	38,766	52,483	32,000	130
317.10	Assc Dir Bookstore	16,776	20,900	25,045	33,563	24,549	48
318.00	Dir Internal Audit	41,516	41,316	45,421	65,100	60,589	57
319.00	Dir Aux Services	35,450	51,504	56,343	67,155	54,737	61
319.10	Mgr Mail Services	20,156	20,349	25,575	33,492	25,100	143
320.00	Dir Campus Security	27,000	32,000	43,000	52,401	40,500	212
321.00	Dir Risk Mgmt/Ins	54,250	56,846	52,814	63,450	60,000	45
322.00	Admin Hosp Med Ctr	65,000	82,656	189,000	306,633	86,500	8
322.10	Dir Med Ctr Pub Rel	*	70,300	*	83,200	75,000	9
322.20	Dir Med Ctr Pers	31,620	60,000	62,346	67,020	62,346	9
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	60,167	74,600	95,000	108,000	82,400	254
401.10	Dir Annual Giving	35,000	35,550	42,718	49,500	40,950	176
401.20	Dir Corp/Fndtn Rel	39,968	40,823	49,859	60,806	50,950	148
401.30	Coord Res Dev	24,595	26,817	36,500	37,002	34,719	89
401.40	Dir Planned Giving	45,000	47,835	55,777	64,590	58,300	121
402.00	Chf Public Rel Off	34,325	44,450	50,000	67,113	48,960	186
402.10	Dir Govt/Leg Rel	*	40,760	71,076	86,877	78,000	27
403.00	Chf Dev/Pub Rel Off	60,000	73,000	83,250	117,735	93,231	45
404.00	Dir Alumni Affairs	31,200	35,000	44,000	50,000	42,000	230
405.00	Dir Dev/Alumni Aff	38,500	46,000	42,242	92,936	46,000	27
406.00	Dir Major Gifts	46,500	49,201	59,784	68,588	57,378	85
407.00	Dir Church Relations	31,590	30,087	*	71,075	32,587	14
408.00	Dir Community Serv	*	30,000	34,320	40,747	34,646	15
409.00	Dir Publications	38,717	35,500	38,606	49,320	40,255	130
409.10	Assc Dir Publicatns	25,856	28,120	32,837	36,036	32,528	65
409.20	Mgr Printing Srv	25,230	28,245	28,900	39,057	29,900	91
410.00	Dir Info Office	32,250	33,779	45,000	51,480	38,759	88
411.00	Dir News Bureau	22,400	31,100	36,000	42,804	36,400	64
STUDENT SERVICES							
501.00	Chf Student Aff Off	55,225	61,360	78,800	92,247	71,292	242
501.10	Assc Chf Stud Aff Off	36,500	40,300	49,433	63,659	48,000	71
501.50	Dean of Students	43,260	50,143	58,000	66,000	57,338	119
502.00	Chief Admissions Off	40,550	49,500	65,586	69,628	55,151	238
502.10	Assc Dir Admissions	27,624	31,912	39,817	41,359	36,540	221
502.20	Admissions Counselor	21,658	22,480	23,148	24,545	23,008	239
502.30	Academic Advisor	27,913	30,573	29,234	27,217	28,670	77
503.00	Dir Adm & Registrar	35,500	40,946	56,101	52,500	44,650	10
504.00	Registrar	31,962	40,000	48,080	56,650	42,758	293
504.10	Assc Registrar	28,641	25,022	31,796	41,200	34,983	107
504.20	Asst Registrar	19,135	25,162	26,994	29,647	26,960	133
505.00	Dir Adm/Fin Aid	49,908	61,720	68,250	89,200	70,350	41
506.00	Dir Student Fin Aid	33,941	38,500	48,230	55,702	44,588	297
506.10	Assc Dir Std Fin Aid	26,898	27,925	32,000	37,257	31,700	192
507.00	Dir Food Services	36,000	40,258	59,950	59,072	50,970	68
507.10	Assc Dir Food Serv	26,722	34,416	45,209	46,450	40,297	39
508.00	Dir Student Housing	24,288	30,250	36,000	49,867	39,224	139
508.10	Assc Dir Std Housing	20,650	28,000	26,100	34,300	31,491	53
508.20	Housing Off/Adm Ops	41,600	22,609	30,350	39,000	37,629	29
508.30	Housing Off/Res Life	27,000	24,000	27,004	32,388	27,500	103
509.00	Dir Union/Std Act	24,334	27,757	36,000	44,827	39,040	54
510.00	Dir Foreign Students	33,412	30,750	30,585	40,116	35,880	65
511.00	Dir Student Union	*	41,647	40,260	41,845	41,295	31
511.10	Assc Dir Std Union	*	21,248	25,585	34,675	29,250	20
512.00	Dir Std Activities	25,200	26,677	30,902	38,953	30,897	137
513.00	Dir Career Dev/Plcmt	30,831	32,512	42,000	46,966	39,330	242
514.00	Dir Std Counseling	30,750	34,840	43,581	51,000	42,738	163
514.10	Assc Dir Std Cnslg	25,421	30,000	29,365	43,892	33,749	40
515.00	Dir Std Hlth-Physicn	39,378	43,485	95,513	100,901	97,930	47
516.00	Dir Std Hlth-Nurse	24,952	29,027	35,250	42,664	33,865	132
517.00	Dir Campus Ministries	33,830	38,550	40,110	48,465	40,253	98
518.00	Dir Athletics	36,804	44,730	60,342	73,400	56,798	195
519.00	Dir Sports Info	19,200	25,445	27,000	33,000	28,667	123
520.00	Dir Athletics/Men	43,000	28,200	39,313	46,320	43,054	10
521.00	Dir Athletics/Women	*	27,300	41,000	48,804	42,772	23
522.00	Dir Campus Rec/Intmrl	23,400	23,190	34,400	37,591	34,601	82
523.00	Chief Enrollment Mgmt	60,000	64,102	67,600	86,715	70,500	62
524.00	Dir Minority Affairs	44,015	29,259	40,500	46,350	41,120	71
525.00	Dir Conferences	32,196	32,205	37,405	39,707	38,150	73

*3 cases or less

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
	QUARTILE 1 703 OR LESS	QUARTILE 2 704 - 1,213	QUARTILE 3 1,214 - 2,087	QUARTILE 4 2,088 OR MORE	MEDIAN ENROLLMENT 1,213	
	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	70,000	90,000	99,300	123,775	90,000	38
101.10 Asst to CEO/System	29,738	*	*	57,007	54,015	5
102.00 CEO/Single Inst	72,000	92,254	110,502	125,000	97,927	323
102.10 Asst to CEO/Single	27,383	33,800	36,600	55,500	38,756	130
103.00 Exec Vice Pres	51,960	63,000	69,618	82,364	65,250	61
ACADEMIC						
201.00 Chief Acad Off	50,000	63,500	77,495	88,416	68,000	343
201.10 Assc Chief Acad Off	39,500	46,400	51,000	67,368	52,000	95
202.00 Chf Hlth Prof Off	*	*	56,500	226,119	219,596	9
203.00 Dir Library Serv	32,780	38,348	45,367	59,490	41,200	332
203.20 Acquistns Librarian	18,155	24,995	29,102	33,329	28,859	114
203.30 Chf Tech Serv Librn	25,200	29,803	30,264	37,500	30,601	175
203.40 Chf Public Serv Librn	24,000	28,082	29,092	38,088	31,350	117
203.50 Reference Librarian	25,236	26,058	28,686	32,850	28,495	209
203.60 Catalog Librarian	19,552	24,630	29,209	31,000	28,472	108
204.00 Dir Instit Research	32,712	39,319	42,160	47,550	42,160	109
204.10 Assc Dir Inst Res	26,400	18,103	26,600	43,675	32,724	21
205.00 Dir Educ Media Serv	22,035	26,250	31,512	39,653	32,138	128
206.00 Dir Learning Res Ctr	26,926	30,992	32,000	39,134	31,863	106
207.00 Dir Internatl Educ	27,952	34,650	37,605	47,208	42,292	32
207.10 Dir Internatl Std Ed	29,815	47,250	41,468	47,900	45,392	24
208.00 Dir Comp Ctr Opr/Acad	26,235	37,212	40,954	53,985	41,200	110
208.10 Assc Dir CC Opr/Acad	22,000	31,895	35,900	43,190	37,660	32
209.00 Dir Spons Res & Prog	*	27,500	34,289	54,905	40,914	44
210.00 Dean,Architecture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	36,600	39,750	40,000	80,000	43,103	16
213.00 Dean,Arts & Sciences	35,362	60,000	58,900	78,754	70,000	61
214.00 Dean,Business	41,611	53,340	59,200	91,350	72,600	107
215.00 Dean,Communications	21,113	32,500	42,400	59,024	41,488	20
216.00 Dean,Continuing Ed	33,879	44,074	41,300	67,933	52,430	54
217.00 Dean,Dentistry	*	*	*	131,943	131,943	5
218.00 Dean,Education	36,344	40,000	51,000	65,462	50,673	74
219.00 Dean,Engineering	34,195	*	56,202	85,625	74,400	19
221.00 Dean,Extension	40,394	35,600	*	72,504	57,370	8
222.00 Dean,Fine Arts	34,685	42,445	48,780	50,861	47,860	24
223.00 Dean,Graduate Program	45,600	53,645	54,600	80,150	58,083	86
224.00 Dean,Hlth-Rltd Prof	*	42,750	49,900	73,468	53,100	16
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	39,464	44,000	42,293	58,686	44,323	38
228.00 Dean,Law	32,857	*	125,000	143,150	140,600	30
229.00 Dean,Lib & Inf Sci	*	55,894	62,625	56,000	60,000	11
230.00 Dean,Mathematics	36,944	40,275	35,918	48,056	38,274	14
231.00 Dean,Medicine	*	*	*	222,269	222,269	7
232.00 Dean,Music	30,818	39,663	36,311	58,896	41,600	25
233.00 Dean,Nursing	50,000	49,025	54,925	72,850	58,741	56
234.00 Dean,Occ Sd/Voc Ed	33,990	*	33,998	56,700	34,163	4
235.00 Dean,Pharmacy	*	*	*	106,020	106,020	4
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	41,200	45,500	44,949	60,700	47,794	46
238.00 Dean,Social Sciences	39,450	41,202	49,999	51,000	45,994	33
239.00 Dean,Social Work	35,198	40,877	40,400	70,000	48,250	15
240.00 Dean,Special Programs	38,976	49,683	56,307	50,078	50,078	15
241.00 Dean,Undergrad Prog	31,772	45,000	65,000	58,447	53,277	20
243.00 Dir Continuing Educ	35,735	32,849	40,090	43,843	38,100	81
ADMINISTRATIVE						
301.00 Chief Business Off	46,200	60,775	76,388	90,634	66,624	305
301.01 Chief Admin Off	45,493	60,620	62,298	79,603	67,662	46
301.02 Chief Financial Off	46,000	45,891	67,012	96,480	60,600	84
301.10 Dir Env Health/Safety	*	*	34,861	39,300	37,715	16
301.20 Dir Telecommunic	27,500	25,235	32,691	44,600	40,884	53
302.00 Chief Planning Off	32,405	50,057	53,000	62,014	57,294	24
303.00 Chief Budgeting Off	42,430	30,000	45,952	60,150	53,058	35
303.10 Assc Budget Dir	30,000	30,000	43,296	44,163	40,430	27
304.00 Chief Plan-Budgt Off	*	60,439	46,200	71,017	56,720	12
305.00 General Counsel	*	*	63,150	82,330	79,324	26
305.10 Staff Attorney	39,648	*	55,000	77,000	75,000	9
306.00 Chf Personnel/HR Off	28,000	34,249	41,400	53,928	41,720	182
306.10 Assc Dir Pers/HR	26,289	28,873	33,660	39,461	36,000	45
306.20 Manager Benefits	29,000	27,560	24,000	36,905	32,722	57
306.30 Manager Training-Dev	*	*	34,716	38,769	37,110	16
306.40 Manager Empl Relatns	28,244	*	*	43,987	39,474	5
306.60 Manager Employment	*	*	22,740	35,800	35,000	17
306.70 Mgr Wage-Sal/Mgr Comp	*	*	26,188	40,000	33,300	13
306.80 Mgr Personnel Inf Sys	13,800	30,627	27,957	38,968	33,740	15
307.00 Dir AA/EEO	*	37,373	31,750	59,300	50,562	21
307.10 Assc Dir AA/EEO	*	*	*	37,478	37,478	8
308.00 Dir Pers/AA	22,440	26,653	36,746	39,640	34,817	36
309.00 Chief Inform Sys Off	31,260	40,790	49,144	63,568	48,150	151
309.10 Assc Dir Computer Ctr	23,850	33,536	36,600	44,284	39,458	56
309.20 Data Base Admin	22,925	30,000	31,200	40,008	33,809	56
309.30 Sys Analyst-Hi	*	27,666	31,945	37,740	34,946	77
309.50 Prog Analyst-Hi	27,000	24,584	31,013	35,500	31,680	119
310.00 Dir Comp Ctr Opr/Adm	30,820	35,975	40,400	58,650	39,507	144
310.10 Assc Dir CC Opr/Adm	27,311	26,838	30,159	44,921	31,931	60
312.00 Chf Phys Plnt/Fac	33,638	39,900	48,850	61,750	45,066	269
312.10 Assc Dir Phys Plnt	25,372	29,321	31,902	48,886	34,850	123

*3 cases or less

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
		QUARTILE 1 703 OR LESS	QUARTILE 2 704 - 1,213	QUARTILE 3 1,214 - 2,087	QUARTILE 4 2,088 OR MORE	MEDIAN ENROLLMENT 1,213	
		Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Median Salary in $	Number of Cases
312.20	Mgr Landscape/Grnds	22,474	24,627	28,719	35,061	29,285	118
312.30	Mgr Bldg Mnt Trades	22,773	28,870	34,309	40,900	34,002	86
312.40	Mgr Tech Trades	27,096	25,834	32,877	37,770	32,877	35
312.50	Mgr Custodial Srv	19,740	25,256	28,100	34,638	28,597	143
312.60	Mgr Power Plant	23,950	27,456	35,955	40,549	36,975	36
313.00	Comptroller	33,500	37,879	45,500	56,350	45,000	226
313.10	Manager Payroll	24,635	21,850	27,391	31,930	28,342	104
314.00	Dir Accounting	27,145	30,250	38,134	49,000	38,400	85
314.10	Staff Accountant-Hi	21,339	26,250	30,690	33,955	29,145	156
315.00	Bursar	20,700	25,034	29,000	38,060	30,378	88
315.10	Assc Bursar	18,952	21,645	20,615	34,680	27,384	27
316.00	Dir Purchasing	26,000	28,500	32,811	40,000	35,700	89
316.10	Assc Dir Purchasing	*	*	25,875	32,586	31,921	19
317.00	Dir Bookstore	18,966	24,969	27,625	37,631	26,985	199
317.10	Assc Dir Bookstore	21,018	15,000	23,524	31,164	22,653	36
318.00	Dir Internal Audit	*	*	31,635	60,577	54,999	27
319.00	Dir Aux Services	19,770	33,356	44,358	56,800	45,804	58
319.10	Mgr Mail Services	18,000	17,273	19,020	26,979	20,099	132
320.00	Dir Campus Security	19,280	26,737	32,650	40,295	32,100	203
321.00	Dir Risk Mgmt/Ins	*	23,880	32,495	65,959	56,561	16
322.00	Admin Hosp Med Ctr	*	*	*	*	*	2
322.10	Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20	Dir Med Ctr Pers	*	*	*	*	*	3
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	46,824	58,864	70,524	82,050	62,587	297
401.10	Dir Annual Giving	31,565	33,900	34,900	40,000	35,000	214
401.20	Dir Corp/Fndtn Rel	28,311	31,000	36,754	43,955	39,785	123
401.30	Coord Res Dev	25,452	26,425	30,450	34,291	31,000	87
401.40	Dir Planned Giving	38,110	40,848	48,000	53,768	46,470	142
402.00	Chf Public Rel Off	29,659	34,893	40,500	53,570	39,260	209
402.10	Dir Govt/Leg Rel	*	40,250	28,125	70,600	66,500	13
403.00	Chf Dev/Pub Rel Off	59,205	63,500	67,703	86,865	78,183	45
404.00	Dir Alumni Affairs	28,357	31,793	35,330	43,023	34,780	257
405.00	Dir Dev/Alumni Aff	34,850	35,000	53,300	47,700	40,218	48
406.00	Dir Major Gifts	38,807	38,041	47,104	55,830	47,500	57
407.00	Dir Church Relations	28,070	39,539	42,207	45,000	40,208	74
408.00	Dir Community Serv	27,414	26,228	34,389	34,435	31,356	36
409.00	Dir Publications	25,540	28,910	32,112	40,650	32,998	125
409.10	Assc Dir Publicatns	21,500	20,156	27,100	32,263	25,750	51
409.20	Mgr Printing Srv	18,667	22,098	26,184	35,252	28,338	102
410.00	Dir Info Office	25,717	35,000	34,872	37,283	34,170	91
411.00	Dir News Bureau	20,500	24,150	25,450	34,028	27,750	59
STUDENT SERVICES							
501.00	Chf Student Aff Off	36,833	51,051	56,422	72,000	54,080	283
501.10	Assc Chf Stud Aff Off	23,500	33,760	36,771	56,743	38,500	57
501.50	Dean of Students	34,577	37,455	40,884	48,500	41,365	138
502.00	Chief Admissions Off	32,970	40,270	45,000	55,225	42,131	269
502.10	Assc Dir Admissions	23,490	27,397	29,955	35,061	29,955	227
502.20	Admissions Counselor	18,798	20,361	22,000	23,030	21,500	270
502.30	Academic Advisor	25,493	30,750	29,712	30,000	29,531	88
503.00	Dir Adm & Registrar	34,304	42,666	34,044	54,080	34,608	11
504.00	Registrar	27,868	34,315	40,000	47,058	36,337	337
504.10	Assc Registrar	24,945	25,314	29,924	33,658	30,200	85
504.20	Asst Registrar	18,500	21,163	25,649	28,150	24,448	130
505.00	Dir Adm/Fin Aid	31,163	51,700	53,258	82,340	48,649	47
506.00	Dir Student Fin Aid	26,525	32,960	40,000	48,357	37,250	330
506.10	Assc Dir Std Fin Aid	22,000	23,690	26,525	32,126	27,500	178
507.00	Dir Food Services	24,766	35,187	38,500	54,676	37,780	75
507.10	Assc Dir Food Serv	19,000	23,925	28,770	35,550	28,700	37
508.00	Dir Student Housing	23,500	27,935	30,838	36,970	30,516	161
508.10	Assc Dir Std Housing	27,159	17,712	26,769	33,000	30,734	55
508.20	Housing Off/Adm Opr	*	31,000	21,516	34,750	31,430	15
508.30	Housing Off/Res Life	20,500	21,000	26,179	29,268	24,807	98
509.00	Dir Union/Std Act	36,750	27,300	29,808	39,161	32,813	41
510.00	Dir Foreign Students	34,573	23,650	31,560	33,017	31,687	63
511.00	Dir Student Union	22,776	28,000	27,550	42,634	35,020	35
511.10	Assc Dir Std Union	*	22,500	26,252	31,134	27,500	17
512.00	Dir Std Activities	24,000	24,300	27,595	33,180	28,065	178
513.00	Dir Career Dev/Plcmt	23,175	30,000	34,089	40,635	33,250	249
514.00	Dir Std Counseling	28,379	31,000	38,280	48,210	36,755	203
514.10	Assc Dir Std Cnslg	22,383	23,886	32,888	41,550	33,025	45
515.00	Dir Std Hlth-Physicn	*	34,540	39,473	80,800	52,587	17
516.00	Dir Std Hlth-Nurse	19,139	26,478	27,958	34,607	27,500	219
517.00	Dir Campus Ministries	28,400	29,640	33,169	38,707	32,759	234
518.00	Dir Athletics	30,725	39,170	46,493	61,638	43,952	262
519.00	Dir Sports Info	21,000	20,950	24,750	30,405	26,400	140
520.00	Dir Athletics/Men	17,250	37,524	41,233	58,210	49,150	19
521.00	Dir Athletics/Women	25,478	31,163	34,300	44,383	35,615	34
522.00	Dir Campus Rec/Intmrl	20,850	25,678	30,000	37,505	30,170	85
523.00	Chief Enrollment Mgmt	60,000	52,601	63,063	69,594	62,397	89
524.00	Dir Minority Affairs	51,540	31,000	32,177	39,000	35,154	82
525.00	Dir Conferences	24,850	24,156	32,240	37,995	31,000	72

*3 cases or less

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	160,000	138,213	153,000	175,000	224,564	43
101.10 Asst to CEO/System	82,405	58,950	74,175	87,593	98,280	24
102.00 CEO/Single Inst	154,416	128,000	145,116	164,000	200,000	147
102.10 Asst to CEO/Single	73,600	55,155	67,203	76,875	89,798	110
103.00 Exec Vice Pres	142,500	110,080	131,168	147,500	189,000	43
ACADEMIC						
201.00 Chief Acad Off	128,150	110,000	123,000	135,000	151,000	174
201.10 Assc Chief Acad Off	90,650	75,000	86,051	95,000	104,000	96
202.00 Chf Hlth Prof Off	208,544	151,000	193,600	219,996	300,806	38
203.00 Dir Library Serv	87,804	69,294	84,078	93,470	105,130	175
203.20 Acquistns Librarian	43,200	36,050	40,180	45,500	50,560	121
203.30 Chf Tech Serv Librn	55,968	45,000	52,670	59,100	66,665	121
203.40 Chf Public Serv Librn	57,403	42,591	52,353	59,700	69,059	100
203.50 Reference Librarian	43,020	36,370	41,128	44,976	50,450	125
203.60 Catalog Librarian	40,086	32,000	37,177	43,332	48,961	104
204.00 Dir Instit Research	63,598	50,440	60,511	66,188	73,682	130
204.10 Assc Dir Inst Res	48,370	40,219	45,708	50,000	55,500	48
205.00 Dir Educ Media Serv	56,180	46,345	53,328	59,402	67,058	95
206.00 Dir Learning Res Ctr	52,640	40,870	51,073	54,180	63,019	48
207.00 Dir Internatl Educ	73,750	48,271	61,582	77,406	96,486	56
207.10 Dir Internatl Std Ed	57,529	36,770	47,700	63,640	84,000	51
208.00 Dir Comp Ctr Opr/Acad	73,338	60,641	69,374	79,856	95,400	90
208.10 Assc Dir CC Opr/Acad	64,603	53,669	62,077	68,900	76,650	49
209.00 Dir Spons Res & Prog	70,956	57,500	65,000	74,208	87,550	137
210.00 Dean,Architecture	105,000	91,443	100,500	109,500	121,900	51
211.00 Dean,Agriculture	114,425	96,000	108,310	120,000	132,500	44
212.00 Dean,Arts & Letters	105,410	90,000	100,280	106,934	132,980	28
213.00 Dean,Arts & Sciences	106,088	91,132	102,000	113,500	126,175	113
214.00 Dean,Business	122,495	102,998	116,388	131,049	158,260	150
215.00 Dean,Communications	103,000	78,500	93,657	104,650	122,750	35
216.00 Dean,Continuing Ed	90,536	72,100	83,000	93,350	99,000	72
217.00 Dean,Dentistry	147,225	125,430	136,816	149,177	165,400	30
218.00 Dean,Education	100,000	84,276	95,945	105,023	116,390	131
219.00 Dean,Engineering	127,500	109,160	120,498	131,440	154,880	114
221.00 Dean,Extension	101,250	85,000	98,500	105,060	115,000	26
222.00 Dean,Fine Arts	98,459	81,885	93,523	100,000	108,150	48
223.00 Dean,Graduate Program	98,401	83,966	93,384	104,293	117,250	130
224.00 Dean,Hlth-Rltd Prof	98,233	86,787	92,597	101,120	113,400	34
225.00 Dean,Home Economics	98,362	80,475	97,000	100,500	114,000	28
226.00 Dean,Humanities	108,020	87,194	102,372	110,000	126,000	23
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	143,310	129,000	136,312	150,000	166,667	82
229.00 Dean,Lib & Inf Sci	95,810	80,000	88,915	97,000	111,000	37
230.00 Dean,Mathematics	77,844	65,030	77,388	78,301	88,695	6
231.00 Dean,Medicine	225,000	152,280	207,747	245,100	277,500	49
232.00 Dean,Music	96,305	80,000	90,420	100,000	124,444	29
233.00 Dean,Nursing	105,000	92,188	100,225	111,000	122,384	73
234.00 Dean,Occ Std/Voc Ed	85,750	77,148	83,070	88,453	96,400	10
235.00 Dean,Pharmacy	115,927	103,029	110,620	120,755	135,131	35
236.00 Dean,Public Health	141,804	117,476	137,000	152,500	183,750	17
237.00 Dean,Sciences	114,740	95,854	111,018	119,250	133,375	45
238.00 Dean,Social Sciences	111,417	98,000	107,700	115,764	128,300	21
239.00 Dean,Social Work	101,815	86,016	100,000	104,675	116,600	46
240.00 Dean,Special Programs	57,915	55,245	57,312	74,000	88,467	7
241.00 Dean,Undergrad Prog	92,478	69,300	86,331	95,880	106,500	33
242.00 Dean,Veterinary Med	125,017	105,000	122,000	127,930	136,500	22
243.00 Dir Continuing Educ	69,300	54,600	62,870	75,375	83,000	61
ADMINISTRATIVE						
301.00 Chief Business Off	112,500	97,000	107,000	120,000	141,654	139
301.01 Chief Admin Off	104,000	85,552	95,790	107,181	125,265	52
301.02 Chief Financial Off	96,733	75,000	88,580	107,000	139,305	80
301.10 Dir Env Health/Safety	64,200	48,600	59,369	69,000	79,770	127
301.20 Dir Telecommunic	60,053	48,120	57,264	63,960	75,000	127
302.00 Chief Planning Off	96,500	73,450	84,975	101,713	117,000	37
303.00 Chief Budgeting Off	70,850	57,465	67,500	74,806	90,400	117
303.10 Assc Budget Dir	56,480	44,839	53,000	61,632	70,680	83
304.00 Chief Plan-Budgt Off	90,550	77,486	87,025	94,500	100,560	38
305.00 General Counsel	93,982	76,000	85,381	99,303	128,125	105
305.10 Staff Attorney	64,290	54,200	60,504	69,360	78,083	76
306.00 Chf Personnel/HR Off	75,426	60,040	70,670	81,740	96,500	173
306.10 Assc Dir Pers/HR	56,111	44,400	50,747	59,577	67,074	90
306.20 Manager Benefits	46,952	36,288	43,602	50,000	56,700	136
306.30 Manager Training-Dev	43,910	37,681	41,078	47,131	55,165	90
306.40 Manager Empl Relatns	45,840	36,520	43,260	50,500	59,165	58
306.50 Manager Labor Rel	57,612	51,500	55,405	60,402	66,900	39
306.60 Manager Employment	43,779	32,749	40,010	47,683	53,560	104
306.70 Mgr Wage-Sal/Mgr Comp	43,970	36,780	41,187	46,750	54,853	100
306.80 Mgr Personnel Inf Sys	44,735	37,000	42,400	47,050	55,600	67
307.00 Dir AA/EEO	62,400	51,500	59,750	64,928	74,167	135
307.10 Assc Dir AA/EEO	40,106	35,485	38,408	42,635	50,080	40
308.00 Dir Pers/AA	56,400	44,000	54,500	65,000	106,080	12
309.00 Chief Inform Sys Off	88,117	74,000	82,462	93,203	114,840	126
309.10 Assc Dir Computer Ctr	70,999	54,550	66,900	74,353	82,340	43
309.20 Data Base Admin	54,474	45,100	52,129	56,380	63,944	83
309.30 Sys Analyst-Hi	45,700	39,670	43,638	47,610	53,673	115
309.50 Prog Analyst-Hi	39,440	33,104	37,733	41,152	46,479	135
310.00 Dir Comp Ctr Opr/Adm	72,957	61,854	67,945	77,939	88,944	100
310.10 Assc Dir CC Opr/Adm	61,904	51,985	57,901	64,772	73,509	50
312.00 Chf Phys Plnt/Fac	80,610	66,300	77,700	85,450	99,751	168
312.10 Assc Dir Phys Plnt	61,420	50,175	57,300	65,616	77,000	117
312.20 Mgr Landscape/Grnds	42,216	35,510	40,847	44,449	54,386	129

*3 cases or less

BEST COPY AVAILABLE

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.30 Mgr Bldg Mnt Trades	49,901	39,625	44,972	51,242	60,216	101
312.40 Mgr Tech Trades	45,827	37,993	43,600	49,151	57,372	60
312.50 Mgr Custodial Srv	42,074	34,008	39,597	44,600	53,000	136
312.60 Mgr Power Plant	48,300	39,471	46,732	53,111	61,757	105
313.00 Comptroller	76,637	63,156	72,000	84,500	99,878	144
313.10 Manager Payroll	44,280	36,000	41,004	46,416	58,408	159
314.00 Dir Accounting	59,190	48,234	56,430	62,424	71,069	131
314.10 Staff Accountant-Hi	35,961	30,092	33,722	38,352	43,975	128
315.00 Bursar	53,960	42,228	50,000	57,600	65,881	112
315.10 Assc Bursar	41,403	34,405	39,900	43,500	46,008	46
316.00 Dir Purchasing	57,800	48,594	54,000	62,608	71,180	167
316.10 Assc Dir Purchasing	46,050	37,863	42,334	50,000	54,906	87
317.00 Dir Bookstore	51,983	44,500	49,500	53,000	61,718	98
317.10 Assc Dir Bookstore	39,623	30,300	35,385	41,739	48,200	46
318.00 Dir Internal Audit	62,148	48,610	58,200	65,499	77,200	142
319.00 Dir Aux Services	68,912	56,758	67,155	73,485	90,000	92
319.10 Mgr Mail Services	33,718	27,386	31,250	35,716	42,256	130
320.00 Dir Campus Security	58,000	47,400	56,198	60,871	73,277	166
321.00 Dir Risk Mgmt/Ins	60,880	44,900	57,452	63,800	72,100	92
322.00 Admin Hosp Med Ctr	174,950	101,000	167,904	187,920	237,532	32
322.10 Dir Med Ctr Pub Rel	67,725	57,371	62,100	73,573	93,000	28
322.20 Dir Med Ctr Pers	72,892	59,252	69,049	78,275	91,608	25
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	100,000	82,980	96,000	107,383	135,204	133
401.10 Dir Annual Giving	49,000	38,315	45,156	51,398	69,000	104
401.20 Dir Corp/Fndtn Rel	59,830	44,856	54,996	65,000	75,000	101
401.30 Coord Res Dev	40,000	32,862	37,010	42,700	53,263	65
401.40 Dir Planned Giving	62,615	50,227	60,150	66,313	75,000	98
402.00 Chf Public Rel Off	80,000	60,060	73,550	86,268	104,832	112
402.10 Dir Govt/Leg Rel	82,014	64,800	75,460	87,550	95,800	87
403.00 Chf Dev/Pub Rel Off	106,600	93,700	99,864	115,343	135,000	52
404.00 Dir Alumni Affairs	57,312	45,511	54,840	65,004	76,525	151
405.00 Dir Dev/Alumni Aff	74,263	46,700	63,525	87,822	103,500	21
406.00 Dir Major Gifts	64,038	52,973	60,460	68,326	78,458	61
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	49,205	43,396	47,591	53,645	64,800	27
409.00 Dir Publications	50,015	41,088	46,650	52,000	61,235	118
409.10 Assc Dir Publicatns	37,651	32,456	36,021	39,037	45,375	48
409.20 Mgr Printing Srv	46,338	38,090	42,648	49,377	58,020	118
410.00 Dir Info Office	56,714	45,477	54,106	60,000	69,752	89
411.00 Dir News Bureau	45,000	35,954	42,393	47,500	60,000	67
STUDENT SERVICES						
501.00 Chf Student Aff Off	98,650	84,501	93,627	102,468	114,483	163
501.10 Assc Chf Stud Aff Off	69,750	58,000	67,320	74,000	79,000	71
501.50 Dean of Students	66,950	55,350	61,500	73,800	80,593	91
502.00 Chief Admissions Off	65,282	51,880	60,264	73,692	82,448	142
502.10 Assc Dir Admissions	42,912	36,000	40,256	46,000	52,322	131
502.20 Admissions Counselor	25,743	22,536	24,152	27,322	32,900	122
502.30 Academic Advisor	28,477	23,929	27,185	29,795	35,900	89
503.00 Dir Adm & Registrar	70,236	56,207	67,569	72,863	86,000	19
504.00 Registrar	63,546	51,000	58,403	66,303	75,000	169
504.10 Assc Registrar	45,279	37,554	43,320	48,213	55,125	119
504.20 Asst Registrar	34,078	29,250	32,503	35,360	39,126	102
505.00 Dir Adm/Fin Aid	81,120	68,640	76,452	86,532	102,298	21
506.00 Dir Student Fin Aid	61,241	50,718	57,709	64,350	72,250	175
506.10 Assc Dir Std Fin Aid	42,065	35,641	40,631	44,028	50,128	135
507.00 Dir Food Services	57,949	45,546	54,059	61,868	73,250	75
507.10 Assc Dir Food Serv	45,312	36,017	43,991	48,380	61,057	43
508.00 Dir Student Housing	59,033	47,401	56,526	62,458	74,988	146
508.10 Assc Dir Std Housing	43,992	34,429	40,482	46,572	55,608	90
508.20 Housing Off/Adm Opr	43,560	34,750	40,593	45,683	50,580	62
508.30 Housing Off/Res Life	38,776	29,927	36,400	42,793	51,100	82
509.00 Dir Union/Std Act	53,284	45,590	51,317	56,000	63,800	46
510.00 Dir Foreign Students	45,000	36,500	41,676	47,022	53,423	91
511.00 Dir Student Union	52,416	42,250	49,274	57,046	65,194	86
511.10 Assc Dir Std Union	38,881	32,340	37,452	40,635	49,778	67
512.00 Dir Std Activities	44,010	34,701	40,800	46,428	53,990	90
513.00 Dir Career Dev/Plcmt	52,631	43,311	49,280	56,784	65,596	158
514.00 Dir Std Counseling	60,244	49,500	57,012	64,351	70,052	148
514.10 Assc Dir Std Cnslg	47,641	41,208	44,616	52,351	60,000	64
515.00 Dir Std Hlth-Physicn	90,706	78,102	86,400	96,272	112,970	108
516.00 Dir Std Hlth-Nurse	46,352	37,319	44,793	47,696	55,250	60
517.00 Dir Campus Ministries	54,712	39,727	43,979	59,850	68,104	30
518.00 Dir Athletics	92,054	70,000	85,000	102,444	122,000	154
519.00 Dir Sports Info	38,932	30,511	36,000	41,240	50,000	138
520.00 Dir Athletics/Men	70,722	48,492	59,636	76,355	105,873	20
521.00 Dir Athletics/Women	58,377	43,864	53,567	60,614	72,322	45
522.00 Dir Campus Rec/Intmrl	50,161	35,298	45,683	53,258	60,100	120
523.00 Chief Enrollment Mgmt	74,015	55,861	68,772	77,713	90,500	43
524.00 Dir Minority Affairs	48,204	40,000	45,500	53,373	63,200	83
525.00 Dir Conferences	50,332	38,901	46,081	54,000	61,340	64

*3 cases or less

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	120,175	90,000	108,600	133,000	155,705	34
101.10 Asst to CEO/System	54,996	42,500	54,500	72,600	73,208	7
102.00 CEO/Single Inst	111,204	96,728	107,320	118,705	136,689	291
102.10 Asst to CEO/Single	55,131	40,236	50,630	62,156	69,464	167
103.00 Exec Vice Pres	84,971	67,478	79,837	94,187	110,250	42
ACADEMIC						
201.00 Chief Acad Off	92,102	76,750	87,000	95,000	108,000	296
201.10 Assc Chief Acad Off	72,500	61,609	69,445	75,096	81,513	135
202.00 Chf Hlth Prof Off	112,000	84,779	96,948	127,500	203,000	9
203.00 Dir Library Serv	61,326	44,905	57,359	64,373	71,393	288
203.20 Acquistns Librarian	35,092	27,202	33,249	37,601	45,100	158
203.30 Chf Tech Serv Librn	39,634	32,104	36,528	42,232	49,875	171
203.40 Chf Public Serv Librn	38,450	30,653	36,577	42,285	49,600	141
203.50 Reference Librarian	35,071	27,740	32,171	36,481	43,106	230
203.60 Catalog Librarian	34,012	26,714	31,400	35,305	42,619	140
204.00 Dir Instit Research	49,781	40,425	47,100	54,616	64,760	181
204.10 Assc Dir Inst Res	38,482	29,750	36,534	40,182	46,564	40
205.00 Dir Educ Media Serv	41,737	33,660	39,310	45,329	54,500	144
206.00 Dir Learning Res Ctr	40,000	30,160	35,001	45,457	54,297	92
207.00 Dir Internatl Educ	51,775	34,900	43,075	56,700	64,801	57
207.10 Dir Internatl Std Ed	48,550	38,650	43,575	52,176	66,830	44
208.00 Dir Comp Ctr Opr/Acad	52,187	36,825	47,705	56,500	64,892	117
208.10 Assc Dir CC Opr/Acad	45,922	35,343	41,964	49,418	57,247	50
209.00 Dir Spons Res & Prog	54,473	38,482	50,882	58,623	66,847	124
210.00 Dean,Architecture	67,626	50,987	59,613	70,963	79,530	5
211.00 Dean,Agriculture	77,725	74,316	74,747	78,189	97,668	11
212.00 Dean,Arts & Letters	74,700	64,435	69,707	77,284	85,379	40
213.00 Dean,Arts & Sciences	80,205	70,000	78,000	82,320	90,600	153
214.00 Dean,Business	85,731	73,000	82,385	89,998	102,000	222
215.00 Dean,Communications	72,450	42,225	66,667	75,000	76,293	17
216.00 Dean,Continuing Ed	70,485	57,659	65,369	73,990	82,557	96
217.00 Dean,Dentistry	124,920	57,708	117,840	132,000	139,819	4
218.00 Dean,Education	76,293	64,800	73,914	79,800	86,000	178
219.00 Dean,Engineering	90,000	73,400	83,013	96,010	106,648	59
221.00 Dean,Extension	74,000	45,406	67,599	80,000	85,692	9
222.00 Dean,Fine Arts	75,087	60,344	72,380	77,676	81,970	52
223.00 Dean,Graduate Program	70,944	60,950	67,632	76,478	83,344	155
224.00 Dean,Hlth-Rltd Prof	79,538	66,996	75,000	84,200	92,820	46
225.00 Dean,Home Economics	74,747	61,856	73,873	77,080	79,907	5
226.00 Dean,Humanities	71,746	54,349	64,691	75,000	84,788	37
228.00 Dean,Law	135,500	103,536	131,895	140,000	170,983	34
229.00 Dean,Lib & Inf Sci	70,868	63,221	70,000	73,000	84,660	26
230.00 Dean,Mathematics	66,000	46,250	65,363	66,555	73,399	13
231.00 Dean,Medicine	192,000	129,950	174,334	195,091	203,000	9
232.00 Dean,Music	76,900	55,600	70,000	77,420	82,500	19
233.00 Dean,Nursing	75,240	57,783	72,036	80,000	86,775	69
234.00 Dean,Occ Std/Voc Ed	74,892	60,727	72,010	79,201	84,530	31
235.00 Dean,Pharmacy	96,013	72,564	79,280	105,000	106,575	9
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	75,600	56,478	71,480	77,269	92,500	75
238.00 Dean,Social Sciences	78,086	59,930	72,120	85,000	91,261	32
239.00 Dean,Social Work	75,000	46,052	73,475	77,627	87,000	13
240.00 Dean,Special Programs	71,104	52,230	62,101	75,920	79,038	18
241.00 Dean,Undergrad Prog	69,000	54,900	65,300	71,760	90,096	29
243.00 Dir Continuing Educ	47,010	37,103	42,800	53,058	64,000	102
ADMINISTRATIVE						
301.00 Chief Business Off	84,922	70,418	80,000	89,650	102,211	264
301.01 Chief Admin Off	78,294	65,837	72,000	85,461	94,075	61
301.02 Chief Financial Off	72,600	60,000	67,000	77,822	87,951	123
301.10 Dir Env Health/Safety	43,875	37,000	40,000	45,028	53,550	72
301.20 Dir Telecommunic	46,096	36,902	42,665	48,328	56,925	114
302.00 Chief Planning Off	68,644	57,000	64,351	72,005	84,876	38
303.00 Chief Budgeting Off	54,117	44,310	52,000	58,227	68,145	116
303.10 Assc Budget Dir	40,747	32,080	37,649	42,482	52,357	64
304.00 Chief Plan-Budgt Off	68,100	54,500	60,500	73,202	78,108	27
305.00 General Counsel	70,850	61,072	67,066	76,000	85,600	50
305.10 Staff Attorney	51,250	40,968	44,290	54,000	60,700	12
306.00 Chf Personnel/HR Off	54,622	42,400	50,400	58,000	66,308	252
306.10 Assc Dir Pers/HR	42,090	34,595	39,922	44,693	49,456	106
306.20 Manager Benefits	32,647	26,458	30,000	34,692	40,936	142
306.30 Manager Training-Dev	33,666	27,721	31,033	34,980	39,500	42
306.40 Manager Empl Relatns	37,360	30,000	34,790	39,474	50,315	19
306.50 Manager Labor Rel	53,364	41,600	51,628	55,100	61,367	6
306.60 Manager Employment	33,360	26,318	31,850	33,996	37,258	73
306.70 Mgr Wage-Sal/Mgr Comp	35,660	28,812	30,900	37,012	43,433	41
306.80 Mgr Personnel Inf Sys	33,245	28,091	31,140	36,162	44,472	32
307.00 Dir AA/EEO	49,097	39,732	45,588	53,709	62,222	112
307.10 Assc Dir AA/EEO	33,600	30,884	32,350	35,000	46,783	13
308.00 Dir Pers/AA	48,988	40,000	45,000	50,620	60,375	37
309.00 Chief Inform Sys Off	66,650	53,964	62,310	68,950	79,049	190
309.10 Assc Dir Computer Ctr	49,794	41,350	48,034	51,948	57,865	75
309.20 Data Base Admin	40,507	33,241	38,189	43,793	50,421	86
309.30 Sys Analyst-Hi	41,888	31,919	37,950	44,181	49,900	149
309.50 Prog Analyst-Hi	35,760	28,953	33,476	37,000	41,614	186
310.00 Dir Comp Ctr Opr/Adm	54,393	41,000	50,246	57,660	65,520	156
310.10 Assc Dir CC Opr/Adm	46,328	38,500	44,600	49,781	58,100	56
312.00 Chf Phys Plnt/Fac	58,580	48,015	55,100	62,000	70,159	289
312.10 Assc Dir Phys Plnt	44,866	36,750	42,840	47,782	53,622	138
312.20 Mgr Landscape/Grnds	34,425	27,403	32,011	35,889	41,375	171
312.30 Mgr Bldg Mnt Trades	37,949	31,284	36,020	39,385	44,000	136
312.40 Mgr Tech Trades	39,063	32,027	36,002	42,220	46,608	63

*3 cases or less

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.50 Mgr Custodial Srv	32,318	27,081	30,610	34,822	38,627	175
312.60 Mgr Power Plant	39,229	29,790	37,319	40,850	45,900	84
313.00 Comptroller	55,060	45,423	52,300	57,480	67,500	194
313.10 Manager Payroll	32,652	26,094	30,013	34,476	40,092	177
314.00 Dir Accounting	45,040	35,797	41,564	48,287	54,263	153
314.10 Staff Accountant-Hi	33,477	28,336	31,890	35,937	40,140	180
315.00 Bursar	39,910	33,000	38,088	41,800	49,288	136
315.10 Assc Bursar	32,876	26,520	31,740	35,000	37,457	34
316.00 Dir Purchasing	42,206	34,483	40,030	45,655	52,602	215
316.10 Assc Dir Purchasing	32,848	28,300	30,700	34,240	38,628	67
317.00 Dir Bookstore	37,980	30,000	35,326	40,162	46,200	137
317.10 Assc Dir Bookstore	27,624	22,560	25,735	31,232	34,556	45
318.00 Dir Internal Audit	45,283	38,900	43,000	47,000	55,890	96
319.00 Dir Aux Services	55,000	42,600	52,951	57,000	67,353	102
319.10 Mgr Mail Services	26,031	20,169	24,550	27,695	32,100	161
320.00 Dir Campus Security	43,000	34,197	39,900	47,010	54,828	263
321.00 Dir Risk Mgmt/Ins	44,954	32,749	40,260	48,062	56,790	29
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	75,000	57,524	70,930	80,869	93,777	235
401.10 Dir Annual Giving	39,220	31,500	36,435	41,200	48,289	149
401.20 Dir Corp/Fndtn Rel	47,140	35,000	43,402	51,686	60,186	100
401.30 Coord Res Dev	33,825	26,812	30,343	35,362	41,535	65
401.40 Dir Planned Giving	48,824	39,332	46,000	52,589	63,420	86
402.00 Chf Public Rel Off	49,250	40,000	46,512	53,161	66,229	173
402.10 Dir Govt/Leg Rel	65,000	45,557	62,338	66,500	76,999	27
403.00 Chf Dev/Pub Rel Off	81,900	67,300	76,872	85,534	97,000	67
404.00 Dir Alumni Affairs	40,861	32,326	38,505	44,586	50,784	236
405.00 Dir Dev/Alumni Aff	51,415	40,820	48,796	56,228	63,000	39
406.00 Dir Major Gifts	49,201	35,000	43,115	52,004	65,000	51
407.00 Dir Church Relations	46,550	39,253	42,200	50,011	67,650	21
408.00 Dir Community Serv	35,770	27,938	33,059	41,900	53,000	27
409.00 Dir Publications	38,958	31,520	37,000	42,065	46,842	137
409.10 Assc Dir Publicatns	30,762	24,186	27,900	32,724	39,323	49
409.20 Mgr Printing Srv	33,840	26,788	31,896	35,837	39,577	142
410.00 Dir Info Office	40,490	32,272	37,418	43,547	51,874	108
411.00 Dir News Bureau	34,870	26,629	32,012	37,138	42,003	80
STUDENT SERVICES						
501.00 Chf Student Aff Off	75,124	61,300	71,500	80,000	88,500	266
501.10 Assc Chf Stud Aff Off	52,464	40,924	49,660	56,131	67,051	87
501.50 Dean of Students	52,276	43,500	49,309	55,226	63,074	133
502.00 Chief Admissions Off	51,388	40,270	48,122	55,167	63,000	236
502.10 Assc Dir Admissions	35,448	29,469	33,454	37,515	43,793	210
502.20 Admissions Counselor	23,748	20,750	23,000	25,011	28,500	233
502.30 Academic Advisor	29,092	24,182	27,528	30,558	40,000	112
503.00 Dir Adm & Registrar	55,628	46,947	52,800	59,702	66,875	32
504.00 Registrar	48,245	38,353	44,978	51,411	57,400	261
504.10 Assc Registrar	36,000	29,395	32,770	38,488	44,683	117
504.20 Asst Registrar	29,535	24,400	27,515	30,780	34,992	129
505.00 Dir Adm/Fin Aid	58,716	45,324	54,100	69,569	79,623	30
506.00 Dir Student Fin Aid	46,820	38,965	44,684	49,056	55,830	301
506.10 Assc Dir Std Fin Aid	33,665	28,615	31,911	35,605	40,528	201
507.00 Dir Food Services	44,400	37,044	42,975	46,920	53,408	68
507.10 Assc Dir Food Serv	37,211	30,002	34,812	40,926	48,332	28
508.00 Dir Student Housing	42,000	32,000	39,319	46,230	54,570	193
508.10 Assc Dir Std Housing	33,883	27,000	32,000	35,424	41,200	92
508.20 Housing Off/Adm Ops	31,800	25,468	29,414	34,702	43,124	45
508.30 Housing Off/Res Life	29,134	22,000	27,095	32,388	41,043	110
509.00 Dir Union/Std Act	42,623	33,215	39,744	45,279	53,084	70
510.00 Dir Foreign Students	34,650	27,553	32,100	37,073	42,962	77
511.00 Dir Student Union	45,001	35,600	42,170	46,412	57,616	86
511.10 Assc Dir Std Union	34,474	28,048	32,320	36,513	42,904	50
512.00 Dir Std Activities	34,278	28,000	32,250	36,705	42,960	183
513.00 Dir Career Dev/Plcmt	41,420	32,885	37,859	44,355	51,473	280
514.00 Dir Std Counseling	46,200	34,937	42,703	50,427	56,792	225
514.10 Assc Dir Std Cnslg	38,600	29,536	34,070	39,979	45,839	62
515.00 Dir Std Hlth-Physicn	80,004	52,735	75,697	83,459	93,600	71
516.00 Dir Std Hlth-Nurse	35,475	26,984	32,200	38,972	44,163	168
517.00 Dir Campus Ministries	36,129	26,296	31,200	38,527	48,500	88
518.00 Dir Athletics	61,045	47,460	56,573	64,810	77,114	256
519.00 Dir Sports Info	30,000	25,000	28,571	32,091	37,380	218
520.00 Dir Athletics/Men	51,000	35,616	45,499	60,209	69,962	15
521.00 Dir Athletics/Women	42,993	34,000	41,766	48,057	58,647	44
522.00 Dir Campus Rec/Intrml	37,357	29,580	34,776	40,500	49,524	141
523.00 Chief Enrollment Mgmt	66,485	55,697	64,570	69,238	80,000	74
524.00 Dir Minority Affairs	37,386	30,955	34,440	42,396	54,168	109
525.00 Dir Conferences	36,905	28,726	33,010	39,848	45,501	84

*3 cases or less

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	103,301	80,640	100,000	109,395	120,000	28
101.10 Asst to CEO/System	60,000	29,614	46,626	60,562	78,062	5
102.00 CEO/Single Inst	105,379	83,300	97,110	112,750	140,200	372
102.10 Asst to CEO/Single	40,850	28,167	35,940	44,558	60,000	175
103.00 Exec Vice Pres	70,000	55,183	65,000	76,500	93,975	53
ACADEMIC						
201.00 Chief Acad Off	75,000	59,580	70,500	80,500	92,108	390
201.10 Assc Chief Acad Off	54,682	44,000	50,500	57,999	69,060	112
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	44,240	35,457	40,950	48,211	57,925	375
203.20 Acquistns Librarian	30,186	22,318	27,380	32,190	38,700	139
203.30 Chf Tech Serv Librn	31,411	24,970	29,930	33,800	40,248	214
203.40 Chf Public Serv Librn	33,415	26,300	29,462	36,242	42,400	141
203.50 Reference Librarian	29,834	25,070	27,405	31,738	36,483	246
203.60 Catalog Librarian	30,352	24,008	27,400	31,966	36,312	112
204.00 Dir Instit Research	45,626	33,931	42,108	48,719	57,500	124
204.10 Assc Dir Inst Res	28,000	22,172	26,638	30,187	40,127	15
205.00 Dir Educ Media Serv	32,194	25,025	29,800	34,914	39,640	152
206.00 Dir Learning Res Ctr	32,604	26,000	30,440	36,000	42,994	116
207.00 Dir Internatl Educ	45,321	32,636	41,122	49,015	55,751	41
207.10 Dir Internatl Std Ed	44,720	31,000	38,572	46,200	53,100	23
208.00 Dir Comp Ctr Opr/Acad	43,360	31,000	40,900	46,936	58,488	132
208.10 Assc Dir CC Opr/Acad	36,542	29,000	34,500	37,650	43,884	48
209.00 Dir Spons Res & Prog	36,000	28,000	32,413	40,000	48,713	49
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	58,949	40,500	56,650	60,500	64,000	18
213.00 Dean,Arts & Sciences	62,088	50,000	60,000	68,000	80,132	59
214.00 Dean,Business	59,462	44,099	53,500	64,097	74,343	108
215.00 Dean,Communications	41,488	33,734	37,270	46,475	58,901	20
216.00 Dean,Continuing Ed	52,897	38,672	48,400	57,340	65,565	62
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	51,000	39,638	48,475	55,000	63,000	87
219.00 Dean,Engineering	63,084	47,702	57,411	64,762	69,210	9
221.00 Dean,Extension	37,441	31,788	34,883	40,000	65,741	4
222.00 Dean,Fine Arts	48,535	37,509	47,370	48,850	59,476	34
223.00 Dean,Graduate Program	56,889	43,381	53,645	61,571	71,500	54
224.00 Dean,Hlth-Rltd Prof	56,200	46,365	50,000	59,153	76,500	17
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	46,512	37,611	44,407	48,336	60,550	47
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	130,000	40,000	127,404	140,500	156,415	9
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	44,424	36,000	38,877	44,885	61,508	22
232.00 Dean,Music	41,918	35,316	41,500	42,260	55,806	18
233.00 Dean,Nursing	56,172	48,000	52,920	60,000	69,450	54
234.00 Dean,Occ Std/Voc Ed	62,400	46,989	54,040	63,000	71,369	9
235.00 Dean,Pharmacy	*	*	*	*	*	2
237.00 Dean,Sciences	53,000	43,045	49,597	59,151	65,000	57
238.00 Dean,Social Sciences	49,135	39,250	45,994	50,370	59,348	52
239.00 Dean,Social Work	40,950	33,504	38,883	47,174	50,250	12
240.00 Dean,Special Programs	52,365	37,394	51,510	60,320	72,150	21
241.00 Dean,Undergrad Prog	57,740	41,496	50,000	65,000	78,127	17
243.00 Dir Continuing Educ	38,500	32,000	36,031	41,750	50,417	85
ADMINISTRATIVE						
301.00 Chief Business Off	71,050	54,106	65,405	77,000	93,450	358
301.01 Chief Admin Off	65,000	55,304	61,500	70,300	80,255	41
301.02 Chief Financial Off	55,350	41,032	52,390	61,931	73,000	85
301.10 Dir Env Health/Safety	34,495	30,358	31,800	38,020	46,224	17
301.20 Dir Telecommunic	33,845	26,670	32,140	36,178	45,909	50
302.00 Chief Planning Off	61,900	48,510	57,392	63,464	71,500	28
303.00 Chief Budgeting Off	47,947	37,887	45,952	51,550	61,405	42
303.10 Assc Budget Dir	42,204	31,692	37,000	43,400	50,465	24
304.00 Chief Plan-Budgt Off	60,439	45,000	57,200	61,186	80,000	13
305.00 General Counsel	64,092	54,300	54,790	72,000	73,577	7
305.10 Staff Attorney	55,207	26,220	55,000	55,414	85,340	4
306.00 Chf Personnel/HR Off	41,419	32,000	39,000	46,463	56,000	215
306.10 Assc Dir Pers/HR	35,559	26,289	33,600	36,389	45,000	53
306.20 Manager Benefits	30,894	23,700	28,500	34,530	41,200	48
306.30 Manager Training-Dev	35,894	31,320	33,068	38,720	39,000	6
306.40 Manager Empl Relatns	43,975	36,700	37,820	50,130	50,700	4
306.60 Manager Employment	32,283	24,260	28,880	33,280	37,261	14
306.70 Mgr Wage-Sal/Mgr Comp	29,885	28,000	29,769	30,000	34,638	6
306.80 Mgr Personnel Inf Sys	28,234	23,200	27,000	30,000	37,232	12
307.00 Dir AA/EEO	44,750	33,500	42,996	46,746	62,250	28
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	35,350	27,050	33,430	37,492	46,611	48
309.00 Chief Inform Sys Off	50,950	40,200	48,133	55,540	64,200	178
309.10 Assc Dir Computer Ctr	40,120	33,738	37,338	43,421	49,678	62
309.20 Data Base Admin	33,153	26,700	31,000	35,251	46,680	43
309.30 Sys Analyst-Hi	35,000	28,400	33,159	36,508	43,988	105
309.50 Prog Analyst-Hi	31,050	26,000	28,965	33,095	38,880	127
310.00 Dir Comp Ctr Opr/Adm	40,400	31,950	37,154	43,215	52,067	176
310.10 Assc Dir CC Opr/Adm	31,931	26,500	29,656	36,400	43,599	79
312.00 Chf Phys Plnt/Fac	46,900	36,020	43,000	50,000	60,381	300
312.10 Assc Dir Phys Plnt	35,755	28,273	33,042	40,300	48,650	138
312.20 Mgr Landscape/Grnds	29,598	23,067	27,866	31,600	37,750	140
312.30 Mgr Bldg Mnt Trades	32,002	26,357	30,550	35,000	41,000	95
312.40 Mgr Tech Trades	32,880	27,319	31,417	37,770	42,600	48
312.50 Mgr Custodial Srv	28,801	22,495	26,174	30,528	35,000	173
312.60 Mgr Power Plant	37,229	27,456	35,848	40,872	48,100	37

*3 cases or less

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
313.00 Comptroller	45,753	35,574	42,085	50,023	57,970	235
313.10 Manager Payroll	26,914	21,500	25,000	28,080	32,027	125
314.00 Dir Accounting	35,110	29,950	33,075	38,590	47,039	90
314.10 Staff Accountant-Hi	28,080	23,000	26,624	30,113	34,841	168
315.00 Bursar	30,378	25,023	28,699	34,107	42,708	100
315.10 Assc Bursar	23,300	18,637	21,920	26,607	32,376	25
316.00 Dir Purchasing	35,700	26,000	31,050	38,000	45,474	118
316.10 Assc Dir Purchasing	29,100	22,250	28,288	29,531	33,000	17
317.00 Dir Bookstore	28,100	21,710	26,000	30,037	36,239	236
317.10 Assc Dir Bookstore	21,649	16,250	20,629	23,725	25,700	56
318.00 Dir Internal Audit	38,500	29,147	36,950	40,942	60,502	18
319.00 Dir Aux Services	43,344	34,023	39,500	48,000	57,300	53
319.10 Mgr Mail Services	20,000	16,525	18,720	21,785	25,950	154
320.00 Dir Campus Security	32,000	24,000	29,622	34,438	41,600	244
321.00 Dir Risk Mgmt/Ins	43,535	33,177	40,265	51,700	73,861	9
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	69,000	50,875	61,800	73,500	86,300	320
401.10 Dir Annual Giving	35,964	29,150	33,660	37,800	45,000	229
401.20 Dir Corp/Fndtn Rel	40,800	31,402	37,000	44,564	52,165	141
401.30 Coord Res Dev	30,677	23,785	27,479	32,950	37,790	95
401.40 Dir Planned Giving	47,835	35,352	43,645	51,368	60,060	139
402.00 Chf Public Rel Off	40,250	30,000	36,484	43,442	54,100	222
402.10 Dir Govt/Leg Rel	50,518	41,125	45,417	55,316	67,700	10
403.00 Chf Dev/Pub Rel Off	67,486	52,128	60,000	74,950	90,220	45
404.00 Dir Alumni Affairs	34,848	27,086	32,555	36,471	43,000	289
405.00 Dir Dev/Alumni Aff	38,800	32,020	36,000	41,844	52,000	39
406.00 Dir Major Gifts	49,537	35,000	47,202	54,000	65,000	74
407.00 Dir Church Relations	37,014	25,750	32,927	40,415	46,800	58
408.00 Dir Community Serv	34,320	26,455	31,452	37,500	45,843	31
409.00 Dir Publications	32,000	25,700	30,427	34,067	40,100	142
409.10 Assc Dir Publicatns	28,752	22,350	26,754	30,611	34,245	56
409.20 Mgr Printing Srv	27,000	19,581	24,896	28,750	32,933	115
410.00 Dir Info Office	34,872	28,665	32,920	37,080	42,148	111
411.00 Dir News Bureau	28,396	23,453	26,300	31,636	37,344	70
STUDENT SERVICES						
501.00 Chf Student Aff Off	58,000	46,240	53,567	62,418	74,080	326
501.10 Assc Chf Stud Aff Off	38,896	31,407	36,045	40,600	51,000	77
501.50 Dean of Students	45,472	36,147	42,367	47,972	58,510	136
502.00 Chief Admissions Off	45,746	36,000	42,723	51,288	62,000	303
502.10 Assc Dir Admissions	31,124	25,000	28,632	32,920	40,002	271
502.20 Admissions Counselor	21,713	18,907	20,979	22,494	24,817	311
502.30 Academic Advisor	29,000	25,172	28,135	31,168	39,207	91
503.00 Dir Adm & Registrar	39,500	31,200	34,044	42,500	49,200	13
504.00 Registrar	38,373	30,349	35,967	40,400	47,850	367
504.10 Assc Registrar	29,477	22,025	26,790	31,467	37,022	90
504.20 Asst Registrar	23,400	19,228	21,855	24,955	28,690	145
505.00 Dir Adm/Fin Aid	52,750	41,850	49,637	55,796	67,990	45
506.00 Dir Student Fin Aid	38,005	30,708	36,061	40,080	47,068	371
506.10 Assc Dir Std Fin Aid	26,482	22,284	25,000	28,300	33,013	223
507.00 Dir Food Services	43,064	31,492	37,542	45,993	56,926	80
507.10 Assc Dir Food Serv	31,142	22,386	28,444	34,375	38,660	46
508.00 Dir Student Housing	31,869	24,680	29,570	34,035	40,762	190
508.10 Assc Dir Std Housing	26,000	17,800	23,100	26,394	32,000	51
508.20 Housing Off/Adm Opr	28,000	16,600	24,036	31,430	39,090	18
508.30 Housing Off/Res Life	24,000	17,500	22,000	26,000	29,850	122
509.00 Dir Union/Std Act	31,506	25,747	27,560	33,050	38,900	57
510.00 Dir Foreign Students	28,873	23,650	25,750	30,160	34,500	52
511.00 Dir Student Union	33,650	27,081	31,704	35,776	41,441	40
511.10 Assc Dir Std Union	26,208	21,600	26,000	26,504	28,191	19
512.00 Dir Std Activities	27,771	22,403	26,000	29,785	34,238	213
513.00 Dir Career Dev/Plcmt	34,272	7,395	31,648	36,597	42,145	311
514.00 Dir Std Counseling	36,741	29,640	34,000	40,100	47,500	218
514.10 Assc Dir Std Cnslg	28,400	22,772	26,000	31,033	34,852	44
515.00 Dir Std Hlth-Physicn	61,157	33,660	49,488	86,100	109,837	37
516.00 Dir Std Hlth-Nurse	28,000	21,320	26,510	29,938	35,822	231
517.00 Dir Campus Ministries	33,552	26,000	30,888	36,900	43,580	204
518.00 Dir Athletics	45,000	34,940	42,850	48,000	57,500	312
519.00 Dir Sports Info	23,386	19,913	21,527	26,000	30,405	144
520.00 Dir Athletics/Men	42,880	30,100	41,233	46,320	55,200	19
521.00 Dir Athletics/Women	39,333	26,550	34,188	40,396	47,272	30
522.00 Dir Campus Rec/Intmrl	28,622	22,000	26,000	30,505	36,000	89
523.00 Chief Enrollment Mgmt	61,190	48,000	55,697	65,000	73,600	92
524.00 Dir Minority Affairs	34,000	26,990	31,050	37,215	43,735	93
525.00 Dir Conferences	32,205	24,656	29,614	34,189	40,200	85

*3 cases or less

BEST COPY AVAILABLE

TABLE 12
SALARY PERCENTILES FOR ALL TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE							
101.00	CEO/System	98,789	85,910	93,318	104,105	117,400	91
101.10	Asst to CEO/System	52,668	41,604	45,000	53,480	63,312	27
102.00	CEO/Single Inst	91,203	76,693	86,408	95,284	103,675	275
102.10	Asst to CEO/Single	41,000	30,455	38,160	48,273	58,080	73
103.00	Exec Vice Pres	77,475	66,500	72,193	81,973	87,237	52
ACADEMIC							
201.00	Chief Acad Off	68,884	59,035	66,075	71,820	80,054	310
201.10	Assc Chief Acad Off	61,016	49,651	55,000	62,741	69,500	50
202.00	Chf Hlth Prof Off	52,260	47,000	48,500	53,943	59,400	19
203.00	Dir Library Serv	45,810	35,780	43,284	49,574	55,546	218
203.20	Acquistns Librarian	35,599	27,407	33,326	39,809	50,528	50
203.30	Chf Tech Serv Libm	38,142	30,100	34,637	40,019	48,773	87
203.40	Chf Public Serv Libm	37,330	28,080	35,043	38,702	44,536	52
203.50	Reference Librarian	36,396	28,877	34,565	40,390	48,773	101
203.60	Catalog Librarian	32,313	24,444	28,589	34,675	44,447	41
204.00	Dir Instit Research	47,661	36,900	45,321	51,524	59,534	161
204.10	Assc Dir Inst Res	42,288	33,800	40,000	44,868	54,751	21
205.00	Dir Educ Media Serv	40,441	31,400	36,000	45,168	53,889	82
206.00	Dir Learning Res Ctr	48,421	38,544	44,000	51,020	63,436	142
207.00	Dir Internatl Educ	*	*	*	*	*	3
207.10	Dir Internatl Std Ed	52,766	43,776	49,783	53,106	55,698	5
208.00	Dir Comp Ctr Opr/Acad	42,575	34,309	40,770	47,215	61,042	75
208.10	Assc Dir CC Opr/Acad	42,808	30,010	34,033	43,940	54,935	17
209.00	Dir Spons Res & Prog	44,349	34,900	41,041	49,532	58,802	57
211.00	Dean,Agriculture	52,954	41,000	49,828	67,108	69,714	12
212.00	Dean,Arts & Letters	57,456	51,750	54,391	59,490	75,135	26
213.00	Dean,Arts & Sciences	56,930	49,874	54,954	60,987	70,713	80
214.00	Dean,Business	55,130	46,335	52,000	58,763	67,990	157
215.00	Dean,Communications	52,028	40,322	48,617	56,360	72,257	27
216.00	Dean,Continuing Ed	56,987	47,330	54,997	60,755	68,368	130
217.00	Dean,Dentistry	*	*	*	*	*	2
218.00	Dean,Education	59,816	41,000	53,145	69,296	76,937	12
219.00	Dean,Engineering	58,600	49,349	55,625	59,400	66,516	46
221.00	Dean,Extension	60,775	54,889	59,500	62,121	73,633	23
222.00	Dean,Fine Arts	56,671	44,878	50,955	60,610	68,519	25
224.00	Dean,Hlth-Rltd Prof	56,000	47,668	53,474	59,700	68,142	105
225.00	Dean,Home Economics	*	*	*	*	*	3
226.00	Dean,Humanities	56,032	47,011	54,105	58,300	66,804	63
227.00	Dean,Instruction	63,668	53,360	61,795	64,385	69,749	36
228.00	Dean,Law	45,061	31,720	35,500	54,622	61,289	4
229.00	Dean,Lib & Inf Sci	51,438	46,080	47,762	53,771	71,050	14
230.00	Dean,Mathematics	57,350	43,750	55,056	62,074	69,714	43
232.00	Dean,Music	50,038	38,700	47,880	52,196	60,954	4
233.00	Dean,Nursing	52,298	45,755	49,337	53,340	58,387	64
234.00	Dean,Occ Std/Voc Ed	56,495	48,581	55,183	59,344	66,144	135
237.00	Dean,Sciences	58,099	48,874	56,425	59,907	71,255	56
238.00	Dean,Social Sciences	57,268	47,487	53,990	58,580	70,639	61
239.00	Dean,Social Work	*	*	*	*	*	3
240.00	Dean,Special Programs	52,000	40,843	48,060	53,219	60,850	53
241.00	Dean,Undergrad Prog	52,542	47,000	51,877	53,207	54,444	6
243.00	Dir Continuing Educ	45,773	35,000	42,773	47,782	56,700	116
ADMINISTRATIVE							
301.00	Chief Business Off	66,437	54,252	62,808	69,463	79,771	294
301.01	Chief Admin Off	65,136	51,685	61,200	72,000	78,750	52
301.02	Chief Financial Off	57,784	44,174	52,056	62,000	74,039	94
301.10	Dir Env Health/Safety	46,554	37,500	42,110	49,187	61,021	20
301.20	Dir Telecommunic	44,298	34,255	41,969	45,532	51,360	33
302.00	Chief Planning Off	68,398	53,728	62,487	73,166	81,199	47
303.00	Chief Budgeting Off	50,997	43,000	48,573	57,058	68,644	54
303.10	Assc Budget Dir	40,787	34,113	39,781	43,799	48,221	20
304.00	Chief Plan-Budgt Off	61,619	52,000	52,561	65,357	70,000	7
305.00	General Counsel	63,600	56,244	62,900	67,749	74,915	17
305.10	Staff Attorney	*	*	*	*	*	3
306.00	Chf Personnel/HR Off	51,000	35,500	46,451	55,443	68,776	175
306.10	Assc Dir Pers/HR	45,838	32,461	42,837	47,969	58,341	44
306.20	Manager Benefits	33,378	25,000	31,495	35,065	40,000	46
306.30	Manager Training-Dev	42,700	35,798	41,200	47,927	51,400	21
306.40	Manager Empl Relatns	52,450	27,500	52,400	52,500	70,902	4
306.50	Manager Labor Rel	55,545	53,520	55,091	56,000	80,062	6
306.60	Manager Employment	36,654	29,943	34,724	40,033	44,347	26
306.70	Mgr Wage-Sal/Mgr Comp	37,000	31,176	33,842	40,948	46,419	12
306.80	Mgr Personnel Inf Sys	36,201	28,752	29,957	38,760	40,000	11
307.00	Dir AA/EEO	50,854	41,685	48,141	52,213	61,011	42
307.10	Assc Dir AA/EEO	35,365	26,238	28,652	39,165	53,578	7
308.00	Dir Pers/AA	45,105	33,024	42,400	51,223	57,336	79
309.00	Chief Inform Sys Off	54,088	40,000	50,709	58,530	67,230	160
309.10	Assc Dir Computer Ctr	43,905	36,286	40,994	46,900	56,000	31
309.20	Data Base Admin	47,318	34,524	44,041	48,490	56,202	40
309.30	Sys Analyst-Hi	39,956	32,681	37,334	42,010	48,740	85
309.50	Prog Analyst-Hi	35,405	28,524	33,003	38,300	42,925	116
310.00	Dir Comp Ctr Opr/Adm	46,578	37,909	42,860	50,205	56,564	111
310.10	Assc Dir CC Opr/Adm	41,259	31,387	38,733	44,456	55,172	32
312.00	Chf Phys Plnt/Fac	47,047	35,725	44,100	50,208	57,522	265
312.10	Assc Dir Phys Plnt	39,227	31,548	36,254	41,555	52,410	108
312.20	Mgr Landscape/Grnds	29,573	24,222	27,941	30,800	37,225	62
312.30	Mgr Bldg Mnt Trades	35,194	26,967	33,125	37,588	43,006	48
312.40	Mgr Tech Trades	35,376	30,739	33,343	38,157	40,278	22
312.50	Mgr Custodial Srv	27,995	21,133	25,320	31,000	38,048	93
312.60	Mgr Power Plant	36,540	30,971	34,219	41,200	45,405	17
313.00	Comptroller	46,500	37,132	42,707	49,850	59,328	143
313.10	Manager Payroll	32,000	25,200	29,085	34,301	40,000	107

*3 cases or less

TABLE 12
SALARY PERCENTILES FOR ALL TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
314.00 Dir Accounting	39,949	30,532	38,059	42,821	51,600	104
314.10 Staff Accountant-Hi	33,980	27,143	32,091	35,828	41,106	118
315.00 Bursar	37,552	30,680	34,963	43,487	50,791	54
315.10 Assc Bursar	34,038	23,062	31,800	34,828	39,498	9
316.00 Dir Purchasing	38,280	29,652	35,620	41,349	50,724	144
316.10 Assc Dir Purchasing	28,104	23,000	27,536	36,833	41,000	29
317.00 Dir Bookstore	31,235	22,622	28,103	35,171	42,578	165
317.10 Assc Dir Bookstore	26,228	21,000	23,702	29,720	37,000	39
318.00 Dir Internal Audit	39,610	34,992	37,352	41,520	48,684	41
319.00 Dir Aux Services	46,633	34,288	42,000	49,404	56,866	54
319.10 Mgr Mail Services	22,691	17,059	20,158	24,629	30,303	64
320.00 Dir Campus Security	34,077	25,673	31,613	37,504	46,512	133
321.00 Dir Risk Mgmt/Ins	52,429	42,648	50,724	52,922	54,411	9
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Development Off	51,327	39,690	47,366	56,169	70,048	132
401.10 Dir Annual Giving	30,850	27,040	29,300	34,790	43,548	24
401.20 Dir Corp/Fndtn Rel	44,897	28,620	36,544	46,200	56,108	41
401.30 Coord Res Dev	39,800	27,983	35,400	43,000	49,959	22
401.40 Dir Planned Giving	42,654	38,557	41,525	44,799	53,822	5
402.00 Chf Public Rel Off	40,400	30,349	37,576	43,654	54,536	145
402.10 Dir Govt/Leg Rel	64,238	55,577	60,163	64,881	73,370	5
403.00 Chf Dev/Pub Rel Off	52,629	42,551	48,430	55,589	66,245	80
404.00 Dir Alumni Affairs	30,048	23,970	29,715	30,997	36,379	38
405.00 Dir Dev/Alumni Aff	40,000	31,851	37,776	44,050	54,648	25
406.00 Dir Major Gifts	47,951	42,766	47,000	48,902	56,000	8
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	44,992	32,500	40,920	47,220	59,310	63
409.00 Dir Publications	42,493	33,420	38,791	44,312	52,314	47
409.10 Assc Dir Publicatns	31,264	23,750	28,266	34,509	39,208	20
409.20 Mgr Printing Srv	31,536	24,413	28,325	32,904	40,313	70
410.00 Dir Info Office	36,632	29,400	34,697	38,496	45,827	88
411.00 Dir News Bureau	31,322	23,099	27,624	33,572	35,028	12
STUDENT SERVICES						
501.00 Chf Student Aff Off	60,933	50,100	57,052	63,544	72,612	278
501.10 Assc Chf Stud Aff Off	45,850	37,158	42,705	50,256	61,215	23
501.50 Dean of Students	54,995	47,132	52,943	59,172	68,871	92
502.00 Chief Admissions Off	44,348	32,300	41,454	48,011	56,097	142
502.10 Assc Dir Admissions	30,598	25,000	29,152	33,280	40,350	59
502.20 Admissions Counselor	28,105	21,510	26,388	30,264	36,429	122
502.30 Academic Advisor	33,905	27,568	32,497	35,012	39,197	55
503.00 Dir Adm & Registrar	49,200	40,821	45,231	52,500	57,799	108
504.00 Registrar	40,058	29,705	36,816	43,480	55,472	188
504.10 Assc Registrar	31,011	24,385	28,524	33,720	39,721	33
504.20 Asst Registrar	28,122	23,452	27,337	33,994	42,462	49
505.00 Dir Adm/Fin Aid	42,159	32,716	37,385	49,064	58,477	35
506.00 Dir Student Fin Aid	41,185	32,177	38,600	44,500	50,529	286
506.10 Assc Dir Std Fin Aid	30,710	24,768	27,830	33,487	37,151	75
507.00 Dir Food Services	33,209	23,400	29,092	35,999	42,104	50
507.10 Assc Dir Food Serv	24,875	20,622	23,500	25,982	37,162	15
508.00 Dir Student Housing	28,451	20,800	26,000	30,112	35,000	18
508.10 Assc Dir Std Housing	26,719	20,000	20,500	29,758	33,000	7
508.20 Housing Off/Adm Opr	*	*	*	*	*	2
508.30 Housing Off/Res Life	22,540	17,000	21,500	22,972	31,300	18
509.00 Dir Union/Std Act	42,500	26,355	40,550	44,252	55,934	20
510.00 Dir Foreign Students	37,628	25,000	32,277	39,000	45,379	17
511.00 Dir Student Union	38,020	19,500	33,741	42,300	44,617	4
511.10 Assc Dir Std Union	34,972	25,000	31,495	38,449	42,100	6
512.00 Dir Std Activities	33,980	26,990	31,854	37,663	48,100	157
513.00 Dir Career Dev/Plcmt	36,513	28,075	33,280	40,231	47,952	161
514.00 Dir Std Counseling	43,800	34,833	41,204	46,975	58,336	165
514.10 Assc Dir Std Cnslg	36,024	29,131	35,000	41,534	53,000	21
515.00 Dir Std Hlth-Physcn	45,800	39,591	40,501	51,137	69,037	10
516.00 Dir Std Hlth-Nurse	30,464	23,220	29,038	34,047	40,733	51
517.00 Dir Campus Ministries	28,520	24,242	26,961	30,300	37,926	10
518.00 Dir Athletics	45,563	34,560	43,998	48,000	58,892	133
519.00 Dir Sports Info	28,126	23,478	26,116	31,574	38,844	16
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	30,815	22,770	25,786	35,843	38,900	4
522.00 Dir Campus Rec/Intrmrl	33,247	23,541	28,600	37,377	41,247	31
523.00 Chief Enrollment Mgmt	48,520	39,255	43,537	51,884	63,641	20
524.00 Dir Minority Affairs	36,958	28,995	35,454	39,732	47,320	32
525.00 Dir Conferences	35,831	26,120	33,059	37,000	43,608	22

*3 cases or less

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $124 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	112,556	80,000	105,112	120,000	142,125	6
101.10 Asst to CEO/System	*	*	*	*	*	3
102.00 CEO/Single Inst	139,500	116,964	133,500	149,997	165,000	42
102.10 Asst to CEO/Single	58,991	41,596	55,500	64,554	80,000	24
103.00 Exec Vice Pres	110,080	100,000	103,500	125,000	140,800	7
ACADEMIC						
201.00 Chief Acad Off	110,000	87,445	106,600	111,840	123,901	42
201.10 Assc Chief Acad Off	74,716	67,370	70,563	75,000	90,500	19
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	66,593	45,000	62,022	72,040	82,000	44
203.20 Acquistns Librarian	35,484	32,080	33,889	36,910	38,370	20
203.30 Chf Tech Serv Libra	40,370	33,351	38,678	42,500	53,546	20
203.40 Chf Public Serv Libra	42,171	34,764	40,917	42,920	50,009	20
203.50 Reference Librarian	37,046	35,000	36,379	39,817	42,257	22
203.60 Catalog Librarian	36,047	25,859	34,501	36,816	37,426	18
204.00 Dir Instit Research	53,500	39,348	48,750	57,000	65,178	28
204.10 Assc Dir Inst Res	44,294	29,521	40,147	44,509	48,363	5
205.00 Dir Educ Media Serv	50,287	40,235	46,955	53,794	60,569	20
206.00 Dir Learning Res Ctr	52,337	34,200	39,433	52,750	56,087	9
207.00 Dir Internatl Educ	46,427	34,334	43,548	53,644	69,635	5
207.10 Dir Internatl Std Ed	57,790	34,416	47,431	59,852	65,114	10
208.00 Dir Comp Ctr Opr/Acad	55,000	51,200	53,000	64,472	72,000	13
208.10 Assc Dir CC Opr/Acad	50,966	42,966	47,500	54,432	77,183	8
209.00 Dir Spons Res & Prog	65,038	48,211	57,500	71,079	74,229	20
210.00 Dean,Architecture	66,950	57,318	65,423	80,375	103,650	5
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	80,000	67,000	70,000	90,000	106,000	4
213.00 Dean,Arts & Sciences	85,820	78,000	81,046	98,000	106,384	27
214.00 Dean,Business	95,496	77,000	92,060	106,500	120,000	27
215.00 Dean,Communications	65,000	56,728	62,012	70,000	83,292	5
216.00 Dean,Continuing Ed	73,680	60,600	71,440	78,410	83,000	14
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	86,645	68,750	81,648	88,000	97,700	23
219.00 Dean,Engineering	105,116	90,750	99,276	112,430	130,000	13
221.00 Dean,Extension	67,640	38,083	64,270	71,009	101,500	4
222.00 Dean,Fine Arts	90,376	83,200	90,296	90,456	94,800	6
223.00 Dean,Graduate Program	85,785	76,400	83,500	86,200	98,339	27
224.00 Dean,Hlth-Rltd Prof	87,124	76,987	83,561	87,643	99,303	10
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	*	*	*	*	*	2
228.00 Dean,Law	140,825	97,993	125,000	156,650	157,212	4
229.00 Dean,Lib & Inf Sci	74,632	53,913	67,316	75,841	86,525	5
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	94,400	42,577	88,800	100,000	100,000	4
233.00 Dean,Nursing	93,525	88,500	92,550	94,500	102,316	8
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	*	*	*	*	*	2
237.00 Dean,Sciences	83,600	70,000	82,200	85,000	110,912	8
238.00 Dean,Social Sciences	*	*	*	*	*	1
239.00 Dean,Social Work	75,806	50,445	70,000	81,612	111,000	4
240.00 Dean,Special Programs	*	*	*	*	*	3
241.00 Dean,Undergrad Prog	79,300	50,000	72,000	83,000	95,870	9
243.00 Dir Continuing Educ	51,456	41,620	45,000	54,600	56,763	11
ADMINISTRATIVE						
301.00 Chief Business Off	102,600	86,715	97,040	107,551	118,449	35
301.01 Chief Admin Off	85,552	80,000	85,000	87,445	107,181	9
301.02 Chief Financial Off	73,112	53,750	69,228	81,850	97,925	15
301.10 Dir Env Health/Safety	54,374	36,961	51,991	56,479	65,649	10
301.20 Dir Telecommunic	48,800	36,973	44,022	53,145	58,319	15
302.00 Chief Planning Off	*	*	*	*	*	1
303.00 Chief Budgeting Off	65,828	54,502	58,557	67,750	72,400	24
303.10 Assc Budget Dir	48,000	43,191	43,346	53,848	55,700	7
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	72,200	64,080	68,141	77,303	84,750	10
305.10 Staff Attorney	62,015	60,394	62,000	62,030	68,000	4
306.00 Chf Personnel/HR Off	58,000	50,575	56,669	61,536	68,769	35
306.10 Assc Dir Pers/HR	42,570	35,000	40,650	43,095	50,007	18
306.20 Manager Benefits	38,870	31,068	33,660	40,000	47,000	19
306.30 Manager Training-Dev	37,172	26,700	34,956	39,387	42,487	8
306.40 Manager Empl Relatns	*	*	*	*	*	3
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	32,460	20,328	31,978	35,000	39,286	9
306.70 Mgr Wage-Sal/Mgr Comp	40,362	31,400	33,182	40,590	47,660	7
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	54,750	46,170	51,500	56,714	63,000	18
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	52,552	40,845	50,604	54,500	57,800	8
309.00 Chief Inform Sys Off	70,995	58,000	64,470	74,853	82,500	34
309.10 Assc Dir Computer Sc	60,000	43,364	54,171	65,900	71,719	9
309.20 Data Base Admin	41,647	37,848	39,875	43,419	48,323	8
309.30 Sys Analyst-Hi	39,655	34,550	39,300	42,966	45,438	19
309.50 Prog Analyst-Hi	34,976	31,781	33,974	37,500	42,303	22
310.00 Dir Comp Ctr Opr/Adm	54,100	42,188	51,238	57,409	69,471	13
310.10 Assc Dir CC Opr/Adm	50,463	41,496	48,002	51,585	63,227	10
312.00 Chf Phys Plnt/Fac	66,300	50,948	62,931	70,750	81,250	35
312.10 Assc Dir Phys Plnt	51,000	37,605	44,558	52,284	56,625	22
312.20 Mgr Landscape/Grnds	37,298	32,000	36,878	38,060	42,470	17
312.30 Mgr Bldg Mnt Trades	45,145	37,103	40,260	46,459	53,911	20

*3 cases or less

BEST COPY AVAILABLE

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $124 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.40 Mgr Tech Trades	41,100	37,000	40,512	44,556	46,577	13
312.50 Mgr Custodial Srv	36,192	32,215	34,144	37,323	40,642	25
312.60 Mgr Power Plant	46,559	41,869	46,390	48,300	50,119	9
313.00 Comptroller	63,448	51,522	57,200	66,656	75,927	34
313.10 Manager Payroll	37,314	30,026	34,778	40,380	42,537	27
314.00 Dir Accounting	50,761	37,329	48,500	52,400	60,900	26
314.10 Staff Accountant-Hb	34,399	27,504	32,968	37,740	42,808	24
315.00 Bursar	39,073	28,964	37,695	40,890	50,741	20
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	48,647	38,060	45,114	50,020	56,293	34
316.10 Assc Dir Purchasing	34,892	28,500	30,315	37,900	40,240	12
317.00 Dir Bookstore	42,098	28,358	39,910	46,133	51,785	20
317.10 Assc Dir Bookstore	28,390	25,759	27,986	30,125	37,231	10
318.00 Dir Internal Audit	51,039	40,231	48,400	51,206	60,000	18
319.00 Dir Aux Services	57,506	45,692	52,310	61,768	73,373	20
319.10 Mgr Mail Services	25,701	20,664	22,600	27,622	33,492	21
320.00 Dir Campus Security	48,000	42,314	46,747	50,183	58,027	35
321.00 Dir Risk Mgmt/Ins	47,986	33,000	41,683	55,226	65,645	10
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	86,006	58,954	78,000	90,288	100,000	28
401.10 Dir Annual Giving	42,718	35,535	37,490	45,000	49,904	19
401.20 Dir Corp/Fndtn Rel	51,257	42,000	47,090	53,400	60,000	18
401.30 Coord Res Dev	34,535	28,864	34,480	34,644	40,776	13
401.40 Dir Planned Giving	56,215	49,275	51,750	60,000	70,000	18
402.00 Chf Public Rel Off	64,896	46,500	58,100	68,617	80,418	23
402.10 Dir Govt/Leg Rel	66,438	45,715	59,639	72,188	87,594	10
403.00 Chf Dev/Pub Rel Off	97,235	80,000	94,904	99,200	105,000	14
404.00 Dir Alumni Affairs	48,751	40,000	43,228	50,502	55,425	35
405.00 Dir Dev/Alumni Aff	44,525	37,100	42,640	46,410	74,263	4
406.00 Dir Major Gifts	60,460	52,973	57,729	61,600	65,000	9
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	46,476	29,200	38,738	48,139	51,817	5
409.00 Dir Publications	40,255	35,926	39,000	41,600	55,800	23
409.10 Assc Dir Publicatns	34,364	24,720	32,727	36,000	36,072	8
409.20 Mgr Printing Srv	38,322	29,500	34,000	40,200	46,294	16
410.00 Dir Info Office	48,022	33,971	45,186	53,651	60,626	20
411.00 Dir News Bureau	40,500	33,000	33,990	42,393	45,000	12
STUDENT SERVICES						
501.00 Chf Student Aff Off	81,121	65,916	77,250	83,568	95,000	34
501.10 Assc Chf Stud Aff Off	58,165	50,000	56,119	64,205	69,750	12
501.50 Dean of Students	57,188	51,000	56,702	60,000	78,000	18
502.00 Chief Admissions Off	51,765	42,303	46,557	54,408	62,700	29
502.10 Assc Dir Admissions	36,761	28,992	34,492	37,582	42,154	23
502.20 Admissions Counselor	24,011	22,141	23,396	24,922	28,896	24
502.30 Academic Advisor	29,898	24,765	28,966	30,120	36,733	12
503.00 Dir Adm & Registrar	61,888	54,992	56,207	67,569	72,863	4
504.00 Registrar	51,296	36,750	47,160	54,014	59,000	41
504.10 Assc Registrar	38,217	33,135	36,524	40,100	46,489	20
504.20 Asst Registrar	29,996	24,675	29,067	31,950	33,500	24
505.00 Dir Adm/Fin Aid	75,209	62,625	71,730	78,165	88,060	5
506.00 Dir Student Fin Aid	50,718	40,628	46,298	53,771	58,678	40
506.10 Assc Dir Std Fin Aid	36,900	29,000	34,800	39,675	40,764	24
507.00 Dir Food Services	42,000	38,060	40,411	47,659	55,000	7
507.10 Assc Dir Food Serv	40,297	30,050	35,815	41,249	50,775	5
508.00 Dir Student Housing	43,127	36,050	41,000	47,444	56,436	26
508.10 Assc Dir Std Housing	28,784	24,285	27,398	29,696	32,136	12
508.20 Housing Off/Adm Opr	41,600	36,221	40,421	43,078	46,036	5
508.30 Housing Off/Res Life	29,815	19,594	25,750	30,000	35,480	14
509.00 Dir Union/Std Act	46,241	39,204	45,590	46,892	58,000	8
510.00 Dir Foreign Students	37,223	33,061	36,432	40,120	46,190	18
511.00 Dir Student Union	42,377	35,595	40,848	47,200	59,215	14
511.10 Assc Dir Std Union	36,850	31,629	36,050	37,650	46,187	8
512.00 Dir Std Activities	33,076	30,793	31,400	33,767	46,170	21
513.00 Dir Career Dev/Plcmt	46,367	34,930	41,100	47,660	54,000	34
514.00 Dir Std Counseling	48,500	40,000	46,150	50,502	57,530	29
514.10 Assc Dir Std Cnslg	44,616	35,565	42,416	46,949	55,310	11
515.00 Dir Std Hlth-Physicn	79,150	62,507	76,536	88,449	103,240	10
516.00 Dir Std Hlth-Nurse	38,084	34,740	38,060	40,278	46,848	16
517.00 Dir Campus Ministries	33,063	30,000	31,515	43,155	43,442	7
518.00 Dir Athletics	62,198	56,623	59,494	69,000	78,571	30
519.00 Dir Sports Info	29,935	25,000	28,173	32,500	33,948	22
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	42,168	31,250	38,348	44,014	47,859	10
522.00 Dir Campus Rec/Intrmrl	34,428	29,558	32,028	40,000	44,615	19
523.00 Chief Enrollment Mgmt	62,174	55,000	58,460	72,942	81,557	12
524.00 Dir Minority Affairs	44,550	39,035	43,725	45,961	54,882	15
525.00 Dir Conferences	49,979	37,858	45,500	52,936	64,232	10

*3 cases or less

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $124 - $263.8 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	153,000	139,500	150,000	160,000	207,000	11
101.10 Asst to CEO/System	56,482	48,060	54,015	58,950	67,600	4
102.00 CEO/Single Inst	136,634	127,785	132,280	142,305	161,981	36
102.10 Asst to CEO/Single	68,870	53,000	66,750	73,000	88,200	32
103.00 Exec Vice Pres	121,089	115,500	120,000	129,000	143,450	11
ACADEMIC						
201.00 Chief Acad Off	123,815	110,000	118,576	125,000	135,700	43
201.10 Assc Chief Acad Off	88,800	75,600	84,000	90,500	99,226	33
202.00 Chf Hlth Prof Off	224,321	50,000	216,000	232,642	275,000	4
203.00 Dir Library Serv	84,152	71,690	80,000	86,000	93,126	44
203.20 Acquisitns Librarian	39,975	35,175	38,265	43,326	47,742	30
203.30 Chf Tech Serv Librn	52,626	45,000	51,300	54,110	58,584	32
203.40 Chf Public Serv Librn	52,585	43,861	49,172	55,000	61,018	23
203.50 Reference Librarian	41,111	33,990	39,096	42,050	47,172	36
203.60 Catalog Librarian	40,488	31,766	38,336	42,600	46,445	28
204.00 Dir Instit Research	60,666	46,125	57,380	63,705	73,000	36
204.10 Assc Dir Inst Res	44,796	38,630	43,581	46,600	49,219	16
205.00 Dir Educ Media Serv	54,425	47,241	51,972	57,767	64,699	30
206.00 Dir Learning Res Ctr	46,153	36,995	45,602	51,073	52,530	14
207.00 Dir Internatl Educ	67,175	45,955	57,783	76,073	92,171	22
207.10 Dir Internatl Std Ed	41,400	31,833	36,760	48,690	74,670	15
208.00 Dir Comp-Ctr Opr/Acad	65,936	56,420	63,664	69,398	80,280	29
208.10 Assc Dir CC Opr/Acad	61,808	52,100	59,512	65,476	70,195	12
209.00 Dir Spons Res & Prog	61,242	54,000	59,824	64,815	75,317	38
210.00 Dean,Architecture	94,173	87,037	92,799	95,410	98,960	10
211.00 Dean,Agriculture	100,433	95,000	99,556	105,060	111,180	9
212.00 Dean,Arts & Letters	90,118	84,000	85,000	100,000	105,820	7
213.00 Dean,Arts & Sciences	103,000	95,000	101,460	104,259	114,500	33
214.00 Dean,Business	113,036	100,260	109,000	118,000	135,675	44
215.00 Dean,Communications	87,872	75,374	84,936	88,186	98,850	5
216.00 Dean,Continuing Ed	80,899	67,200	77,559	82,456	91,420	14
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	95,945	83,000	89,275	98,500	104,215	39
219.00 Dean,Engineering	118,075	97,907	111,672	120,498	125,434	26
221.00 Dean,Extension	91,288	85,000	86,745	95,830	98,500	6
222.00 Dean,Fine Arts	94,134	81,885	90,204	98,200	100,000	12
223.00 Dean,Graduate Program	94,500	83,985	89,826	96,731	110,000	35
224.00 Dean,Hlth-Rltd Prof	96,473	89,600	93,108	99,838	100,656	8
225.00 Dean,Home Economics	96,612	80,475	88,912	97,000	104,928	7
226.00 Dean,Humanities	97,393	87,194	97,000	97,785	110,000	6
228.00 Dean,Law	136,312	109,608	135,000	140,700	153,250	21
229.00 Dean,Lib & Inf Sci	89,958	83,876	88,467	93,405	107,311	10
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	180,000	155,664	179,424	183,297	202,797	5
232.00 Dean,Music	88,057	80,000	82,063	92,000	96,736	7
233.00 Dean,Nursing	94,000	88,728	93,720	94,800	98,332	13
234.00 Dean,Occ Std/Voc Ed	87,500	74,902	84,000	89,407	93,888	7
235.00 Dean,Pharmacy	103,827	95,034	103,528	106,914	111,650	5
237.00 Dean,Sciences	114,649	103,356	113,700	114,740	131,500	11
238.00 Dean,Social Sciences	79,427	74,151	78,000	80,855	119,635	4
239.00 Dean,Social Work	93,809	85,892	92,217	95,400	100,010	8
240.00 Dean,Special Programs	*	*	*	*	*	3
241.00 Dean,Undergrad Prog	94,989	74,400	92,478	97,500	98,611	6
242.00 Dean,Veterinary Med	*	*	*	*	*	3
243.00 Dir Continuing Educ	67,750	55,381	63,084	76,190	79,503	20
ADMINISTRATIVE						
301.00 Chief Business Off	108,400	95,100	101,200	112,500	121,470	37
301.01 Chief Admin Off	93,367	72,108	88,661	94,330	104,000	13
301.02 Chief Financial Off	88,263	78,177	84,893	96,733	130,200	16
301.10 Dir Env Health/Safety	51,721	42,681	48,732	57,650	66,453	30
301.20 Dir Telecommunic	57,354	45,000	54,672	60,053	66,955	38
302.00 Chief Planning Off	82,693	60,782	81,135	84,250	99,612	8
303.00 Chief Budgeting Off	63,000	53,240	59,000	67,500	74,397	29
303.10 Assc Budget Dir	45,015	35,600	41,500	47,868	58,927	17
304.00 Chief Plan-Budgt Off	87,025	68,400	81,062	88,580	100,280	15
305.00 General Counsel	78,087	70,609	76,598	81,311	95,850	25
305.10 Staff Attorney	59,965	49,234	56,532	61,949	70,306	15
306.00 Chf Personnel/HR Off	69,996	60,000	65,000	73,026	81,378	47
306.10 Assc Dir Pers/HR	52,601	45,000	50,985	55,681	62,200	28
306.20 Manager Benefits	41,484	34,301	39,144	44,300	50,000	33
306.30 Manager Training-Dev	39,320	30,820	37,431	42,037	46,000	17
306.40 Manager Empl Relatns	35,400	29,700	35,000	39,174	49,092	10
306.50 Manager Labor Rel	48,972	41,701	46,246	50,292	54,012	5
306.60 Manager Employment	39,404	31,698	37,700	40,355	47,377	25
306.70 Mgr Wage-Sal/Mgr Comp	40,000	31,408	37,100	40,580	43,747	23
306.80 Mgr Personnel Inf Sys	38,246	34,428	36,150	40,052	44,052	19
307.00 Dir AA/EEO	55,200	45,579	52,530	58,500	70,000	39
307.10 Assc Dir AA/EEO	35,000	29,970	34,600	36, 32	41,082	9
308.00 Chief Inform Sys Off	87,834	80,158	83,742	90,236	96,848	35
309.10 Assc Dir Computer Ctr	66,653	57,144	66,500	66,990	80,580	13
309.20 Data Base Admin	54,427	48,900	52,129	55,724	60,281	26
309.30 Sys Analyst-Hi	45,705	39,684	43,775	49,000	53,457	32
309.50 Prog Analyst-Hi	39,520	34,461	38,500	41,578	44,454	41
310.00 Dir Comp Ctr Opr/Adm	67,418	62,560	66,512	69,297	77,939	25
310.10 Assc Dir CC Opr/Adm	62,088	55,620	60,999	63,450	67,550	12
312.00 Chf Phys Plnt/Fac	77,989	65,280	74,544	79,200	88,795	43
312.10 Assc Dir Phys Plnt	56,607	47,678	52,000	60,254	68,200	33
312.20 Mgr Landscape/Grnds	40,847	34,860	39,152	41,683	45,386	41
312.30 Mgr Bldg Mnt Trades	44,117	38,748	42,183	46,000	52,249	23

*3 cases or less

4.1

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $124 - $263.8 MILLION

CUPA 1994-95 ADCOMP SURVEY		Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.40	Mgr Tech Trades	43,200	37,564	40,179	45,975	49,360	15
312.50	Mgr Custodial Srv	39,527	32,457	36,837	41,000	45,700	36
312.60	Mgr Power Plant	47,586	36,603	46,904	49,325	54,999	29
313.00	Comptroller	71,725	63,156	70,219	74,800	87,720	38
313.10	Manager Payroll	37,966	34,306	37,100	40,362	45,770	43
314.00	Dir Accounting	56,035	44,636	52,750	58,578	63,500	35
314.10	Staff Accountant-Hi	33,704	27,776	31,617	34,817	41,236	36
315.00	Bursar	50,880	44,640	48,234	54,300	63,000	33
315.10	Assc Bursar	39,870	33,500	39,011	40,174	43,860	18
316.00	Dir Purchasing	53,142	45,842	50,901	54,261	61,146	45
316.10	Assc Dir Purchasing	41,526	32,579	39,000	42,334	48,580	24
317.00	Dir Bookstore	50,498	45,144	48,300	52,017	55,467	27
317.10	Assc Dir Bookstore	37,310	30,100	32,245	39,425	42,809	15
318.00	Dir Internal Audit	55,782	45,396	49,516	57,508	65,340	41
319.00	Dir Aux Services	67,420	56,960	64,555	70,728	73,840	21
319.10	Mgr Mail Services	30,408	25,366	28,980	32,200	36,180	37
320.00	Dir Campus Security	55,644	47,328	54,174	57,240	62,400	46
321.00	Dir Risk Mgmt/Ins	59,055	42,594	52,172	60,882	70,266	18
322.00	Admin Hosp Med Ctr	*	*	*	*	*	2
322.10	Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20	Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	98,800	77,716	93,051	100,956	121,776	33
401.10	Dir Annual Giving	44,000	35,340	41,144	48,000	55,157	24
401.20	Dir Corp/Fndtn Rel	54,996	42,512	50,561	57,000	71,448	27
401.30	Coord Res Dev	38,007	32,000	35,690	40,747	45,558	17
401.40	Dir Planned Giving	58,300	47,256	54,992	61,478	69,010	24
402.00	Chf Public Rel Off	77,993	58,000	74,322	84,387	95,376	30
402.10	Dir Govt/Leg Rel	82,014	65,945	77,224	87,774	95,271	15
403.00	Chf Dev/Pub Rel Off	103,800	93,569	96,268	108,880	121,585	15
404.00	Dir Alumni Affairs	51,500	42,720	49,920	55,000	66,820	39
405.00	Dir Dev/Alumni Aff	61,763	58,475	60,000	63,525	75,870	6
406.00	Dir Major Gifts	57,850	45,474	54,600	62,530	75,324	18
408.00	Dir Community Serv	48,346	40,686	47,591	49,100	56,350	6
409.00	Dir Publications	47,840	43,000	44,831	50,570	54,590	29
409.10	Assc Dir Publicatns	38,290	33,987	37,651	40,263	44,286	15
409.20	Mgr Printing Srv	42,828	38,090	40,380	45,360	49,900	37
410.00	Dir Info Office	56,715	47,352	56,353	58,000	64,000	23
411.00	Dir News Bureau	43,500	33,274	39,500	46,404	53,472	14
STUDENT SERVICES							
501.00	Chf Student Aff Off	93,264	84,818	90,650	96,653	102,792	45
501.10	Assc Chf Stud Aff Off	62,000	55,215	60,575	70,000	79,548	19
501.90	Dean of Students	61,238	55,350	60,000	63,272	72,100	26
502.00	Chief Admissions Off	63,025	52,910	60,000	65,552	79,000	37
502.10	Assc Dir Admissions	42,174	35,914	39,760	43,431	49,268	34
502.20	Admissions Counselor	23,536	21,800	22,908	25,162	28,407	32
502.30	Academic Advisor	28,557	23,929	27,289	29,560	34,994	31
503.00	Dir Adm & Registrar	59,360	49,488	59,018	68,670	78,490	5
504.00	Registrar	63,510	53,040	58,403	68,750	74,100	44
504.10	Assc Registrar	44,771	39,804	43,580	46,972	54,000	29
504.20	Asst Registrar	34,400	30,244	33,304	35,928	38,925	27
505.00	Dir Adm/Fin Aid	88,400	68,361	76,452	97,000	102,298	7
506.00	Dir Student Fin Aid	61,000	51,675	58,415	62,415	67,704	45
506.10	Assc Dir Std Fin Aid	41,930	34,668	39,970	43,416	47,400	37
507.00	Dir Food Services	56,373	46,164	53,130	58,600	67,510	19
507.10	Assc Dir Food Serv	39,750	34,332	36,017	43,991	52,000	12
508.00	Dir Student Housing	55,000	49,212	52,668	58,500	62,640	43
508.10	Assc Dir Std Housing	39,240	34,358	37,495	41,000	47,000	29
508.20	Housing Off/Adm Opr	40,275	29,328	36,670	43,945	45,924	17
508.30	Housing Off/Res Life	36,400	30,211	35,022	39,146	43,396	19
509.00	Dir Union/Std Act	51,269	40,128	45,000	51,549	52,550	12
510.00	Dir Foreign Students	43,824	31,500	38,881	45,996	50,165	22
511.00	Dir Student Union	51,014	42,625	48,898	52,784	61,850	25
511.10	Assc Dir Std Union	36,636	32,149	35,689	37,733	46,848	21
512.00	Dir Std Activities	41,788	37,800	39,849	45,810	51,226	26
513.00	Dir Career Dev/Plcmt	52,631	43,862	51,535	55,404	59,328	44
514.00	Dir Std Counseling	58,520	50,040	56,647	60,658	68,472	41
514.10	Assc Dir Std Cnslg	44,875	41,137	43,497	48,494	54,420	14
515.00	Dir Std Hlth-Physicn	85,990	77,570	84,000	87,817	102,133	28
516.00	Dir Std Hlth-Nurse	45,430	38,405	44,747	46,832	48,712	15
517.00	Dir Campus Ministries	44,127	43,260	43,830	50,850	54,424	7
518.00	Dir Athletics	82,294	68,967	79,964	85,000	98,556	43
519.00	Dir Sports Info	35,572	29,582	32,311	36,887	41,215	44
520.00	Dir Athletics/Men	57,405	46,743	56,600	58,210	71,850	6
521.00	Dir Athletics/Women	52,520	48,001	51,590	54,614	58,377	11
522.00	Dir Campus Rec/Intrmrl	46,755	35,122	45,987	51,840	56,230	32
523.00	Chief Enrollment Mgmt	72,924	52,153	68,772	76,889	97,850	12
524.00	Dir Minority Affairs	44,817	35,646	42,100	47,590	59,992	30
525.00	Dir Conferences	40,545	37,504	37,848	44,448	52,100	16

*3 cases or less

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $263.8 - $463.8 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	170,000	150,000	153,912	175,000	187,838	11
101.10 Asst to CEO/System	96,060	93,531	93,840	98,280	132,870	6
102.00 CEO/Single Inst	182,100	150,525	167,425	202,500	280,000	36
102.10 Asst to CEO/Single	79,200	56,048	75,900	87,000	93,125	27
103.00 Exec Vice Pres	160,000	109,792	155,939	178,200	195,000	11
ACADEMIC						
201.00 Chief Acad Off	140,500	118,065	132,500	147,300	177,000	45
201.10 Assc Chief Acad Off	99,755	81,590	94,464	100,965	118,500	28
202.00 Chf Hlth Prof Off	204,697	186,313	197,225	211,997	301,440	10
203.00 Dir Library Serv	102,801	89,500	95,865	104,595	109,234	45
203.20 Acquistns Librarian	46,100	40,003	43,008	49,800	53,924	37
203.30 Chf Tech Serv Libn	59,707	52,270	56,864	62,876	75,288	35
203.40 Chf Public Serv Libn	60,000	50,004	58,436	66,706	71,900	29
203.50 Reference Librarian	47,300	39,248	45,723	48,680	53,227	35
203.60 Catalog Librarian	44,892	35,393	40,802	45,700	49,700	31
204.00 Dir Instit Research	62,263	54,380	60,000	65,760	71,400	34
204.10 Assc Dir Inst Res	47,588	37,300	46,280	49,572	59,000	13
205.00 Dir Educ Media Serv	58,193	43,912	54,681	62,050	67,016	21
206.00 Dir Learning Res Ctr	56,606	46,947	55,944	57,268	63,019	8
207.00 Dir Internatl Educ	74,500	55,442	68,225	76,417	101,156	20
207.10 Dir Internatl Std Ed	55,350	36,814	47,700	62,960	68,219	9
208.00 Dir Comp Ctr Opr/Acad	90,480	67,541	81,177	94,200	102,938	21
208.10 Assc Dir CC Opr/Acad	65,302	59,341	62,950	67,672	74,000	12
209.00 Dir Spons Res & Prog	72,463	60,200	67,000	75,000	87,550	36
210.00 Dean,Architecture	109,500	102,500	106,814	111,900	122,500	15
211.00 Dean,Agriculture	108,183	95,004	106,299	110,400	120,400	14
212.00 Dean,Arts & Letters	123,800	97,000	103,344	126,400	137,509	11
213.00 Dean,Arts & Sciences	115,350	99,900	109,037	121,739	127,000	22
214.00 Dean,Business	134,000	110,770	124,450	144,200	161,238	39
215.00 Dean,Communications	103,093	86,180	102,907	105,000	122,500	12
216.00 Dean,Continuing Ed	93,763	76,759	93,000	94,750	102,000	23
217.00 Dean,Dentistry	146,916	129,289	141,952	150,065	174,850	10
218.00 Dean,Education	110,122	92,592	105,000	115,000	127,292	32
219.00 Dean,Engineering	126,375	110,844	119,060	130,599	142,000	37
221.00 Dean,Extension	109,000	103,025	105,804	108,284	118,000	7
222.00 Dean,Fine Arts	100,350	90,975	98,718	102,551	122,000	16
223.00 Dean,Graduate Program	101,964	89,200	97,885	107,010	120,828	34
224.00 Dean,Hlth-Rltd Prof	95,949	90,517	92,597	104,040	120,000	9
225.00 Dean,Home Economics	98,375	94,087	97,289	99,900	106,633	10
226.00 Dean,Humanities	111,557	88,950	108,020	115,094	159,135	6
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	143,800	131,122	137,500	149,000	164,500	26
229.00 Dean,Lib & Inf Sci	96,306	85,300	93,882	98,900	110,000	12
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	230,000	152,280	214,200	247,241	275,000	17
232.00 Dean,Music	102,667	88,608	95,334	110,000	124,444	6
233.00 Dean,Nursing	106,396	92,188	100,512	111,000	116,000	28
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	117,232	106,469	108,000	120,510	138,090	12
236.00 Dean,Public Health	111,508	92,628	102,451	120,566	167,740	6
237.00 Dean,Sciences	119,500	103,526	113,297	120,000	149,933	15
238.00 Dean,Social Sciences	107,700	103,443	106,680	111,417	128,600	7
239.00 Dean,Social Work	102,457	95,068	101,660	104,000	116,390	18
241.00 Dean,Undergrad Prog	86,521	63,177	85,000	88,042	95,880	8
242.00 Dean,Veterinary Med	117,760	100,100	103,300	124,000	128,500	7
243.00 Dir Continuing Educ	76,887	61,892	71,400	80,000	88,377	12
ADMINISTRATIVE						
301.00 Chief Business Off	122,390	101,000	120,000	133,800	156,645	38
301.01 Chief Admin Off	106,686	101,115	105,811	107,100	112,763	11
301.02 Chief Financial Off	102,077	81,100	88,580	109,078	126,000	25
301.10 Dir Env Health/Safety	63,840	51,500	60,409	68,339	74,002	40
301.20 Dir Telecommunic	62,436	52,098	58,290	67,135	77,158	39
302.00 Chief Planning Off	110,000	84,975	106,000	114,000	130,000	11
303.00 Chief Budgeting Off	73,250	57,600	70,000	77,145	94,185	33
303.10 Assc Budget Dir	56,700	48,000	53,690	64,400	79,660	29
304.00 Chief Plan-Budgt Off	83,908	76,380	83,515	84,300	93,441	8
305.00 General Counsel	94,714	80,932	88,740	98,880	125,000	32
305.10 Staff Attorney	61,799	53,235	58,300	67,783	80,000	23
306.00 Chf Personnel/HR Off	81,870	69,027	78,710	86,000	105,000	47
306.10 Assc Dir Pers/HR	54,500	48,908	50,509	57,200	67,680	19
306.20 Manager Benefits	46,679	38,372	43,612	51,894	56,700	42
306.30 Manager Training-Dev	44,280	38,412	41,000	49,713	52,520	31
306.40 Manager Empl Relatns	45,840	39,188	43,000	50,500	57,062	22
306.50 Manager Labor Rel	58,350	52,270	57,612	60,339	66,500	11
306.60 Manager Employment	40,073	32,000	40,000	44,671	52,000	33
306.70 Mgr Wage-Sal/Mgr Comp	44,942	38,220	43,288	47,500	55,800	39
306.80 Mgr Personnel Inf Sys	46,000	34,588	42,248	48,000	55,600	23
307.00 Dir AA/EEO	64,250	57,504	62,000	65,815	72,100	37
307.10 Assc Dir AA/EEO	41,161	36,000	37,595	44,001	50,000	16
308.00 Dir Pers/AA	*	*	*	*	*	2
309.00 Chief Inform Sys Off	102,300	84,000	98,250	106,600	124,000	29
309.10 Assc Dir Computer Ctr	77,844	70,115	74,959	85,066	93,897	10
309.20 Data Base Admin	53,380	46,130	51,230	56,390	65,322	25
309.30 Sys Analyst-Hi	46,369	41,189	45,132	48,656	51,418	31
309.50 Prog Analyst-Hi	38,859	32,666	37,415	39,885	46,299	35
310.00 Dir Comp Ctr Opr/Adm	78,020	67,840	76,032	79,975	87,090	28
310.10 Assc Dir CC Opr/Adm	68,004	54,972	63,650	68,200	78,920	11
312.00 Chf Phys Plnt/Fac	81,382	73,046	79,738	85,243	99,850	45
312.10 Assc Dir Phys Plnt	62,830	56,480	61,200	68,319	74,000	31

*3 cases or less

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $263.8 - $463.8 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.20 Mgr Landscape/Grnds	44,775	37,224	42,600	48,680	56,171	34
312.30 Mgr Bldg Mnt Trades	51,242	43,216	46,550	54,500	60,700	31
312.40 Mgr Tech Trades	44,275	37,958	42,952	45,100	54,773	16
312.50 Mgr Custodial Srv	44,080	38,690	42,500	45,300	53,500	38
312.60 Mgr Power Plant	46,866	39,802	44,726	52,120	58,951	30
313.00 Comptroller	84,310	72,264	81,680	90,000	102,500	31
313.10 Manager Payroll	46,200	37,250	44,930	51,550	59,350	43
314.00 Dir Accounting	61,575	51,002	57,379	63,480	71,083	35
314.10 Staff Accountant-Hi	36,779	31,400	34,300	38,692	44,500	34
315.00 Bursar	57,100	44,465	53,300	61,600	67,000	29
315.10 Assc Bursar	42,690	31,043	40,703	43,479	45,901	15
316.00 Dir Purchasing	61,560	52,354	58,422	65,333	71,600	45
316.10 Assc Dir Purchasing	47,748	40,625	47,427	50,000	57,170	23
317.00 Dir Bookstore	52,750	46,968	51,913	56,200	64,000	24
317.10 Assc Dir Bookstore	44,106	35,385	40,818	46,517	50,110	9
318.00 Dir Internal Audit	64,450	53,560	60,000	67,343	75,179	38
319.00 Dir Aux Services	70,815	64,000	68,825	84,000	101,000	24
319.10 Mgr Mail Services	36,229	29,887	33,699	38,736	44,315	36
320.00 Dir Campus Security	59,800	52,890	58,000	64,630	74,984	43
321.00 Dir Risk Mgmt/Ins	59,059	45,468	52,426	60,878	70,341	27
322.00 Admin Hosp Med Ctr	169,500	101,000	150,000	189,000	192,001	6
322.10 Dir Med Ctr Pub Rel	73,573	48,216	58,710	73,750	90,600	7
322.20 Dir Med Ctr Pers	61,250	58,000	58,500	64,000	80,000	6
EXTERNAL AFFAIRS						
401.00 Chief Development Off	108,150	87,339	106,000	114,483	140,000	34
401.10 Dir Annual Giving	50,000	40,808	48,619	51,251	63,800	28
401.20 Dir Corp/Fndtn Rel	62,186	43,676	58,089	64,808	83,000	26
401.30 Coord Res Dev	46,400	33,775	36,000	48,920	55,884	17
401.40 Dir Planned Giving	66,313	55,000	62,830	72,800	80,000	27
402.00 Chf Public Rel Off	84,113	67,336	75,000	89,683	114,195	31
402.10 Dir Govt/Leg Rel	75,460	53,040	73,800	80,000	94,110	29
403.00 Chf Dev/Pub Rel Off	115,850	101,000	115,343	127,800	168,000	13
404.00 Dir Alumni Affairs	66,484	54,855	63,960	68,682	78,270	38
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	2
406.00 Dir Major Gifts	68,325	50,227	64,167	68,850	72,250	19
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	49,205	43,396	48,476	49,937	64,000	9
409.00 Dir Publications	50,071	41,680	48,150	52,128	55,340	32
409.10 Assc Dir Publicatns	35,854	32,456	34,840	36,603	45,249	13
409.20 Mgr Printing Srv	50,725	39,636	48,600	53,348	58,980	29
410.00 Dir Info Office	58,590	46,570	56,714	60,265	73,595	23
411.00 Dir News Bureau	46,890	40,655	43,649	49,780	62,498	15
STUDENT SERVICES						
501.00 Chf Student Aff Off	103,020	93,552	100,700	105,999	115,611	42
501.10 Assc Chf Stud Aff Off	69,660	65,130	67,833	74,165	78,637	21
501.50 Dean of Students	75,856	56,798	69,931	79,150	87,740	25
502.00 Chief Admissions Off	68,000	54,086	62,400	73,921	82,448	39
502.10 Assc Dir Admissions	44,876	37,140	42,221	46,668	52,361	36
502.20 Admissions Counselor	28,850	23,306	26,661	29,732	34,865	30
502.30 Academic Advisor	27,185	24,457	26,100	27,981	32,016	23
503.00 Dir Adm & Registrar	69,939	60,453	67,681	70,255	77,286	5
504.00 Registrar	63,861	54,450	61,000	66,000	78,000	41
504.10 Assc Registrar	45,998	37,554	44,855	47,633	50,600	29
504.20 Asst Registrar	34,928	29,603	32,941	36,000	37,975	24
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	62,196	53,300	58,600	64,400	71,250	47
506.10 Assc Dir Std Fin Aid	42,237	37,134	41,336	43,292	49,077	38
507.00 Dir Food Services	60,629	51,060	55,085	63,199	76,875	26
507.10 Assc Dir Food Serv	45,312	40,200	45,048	48,000	53,134	13
508.00 Dir Student Housing	65,920	55,278	60,264	69,588	77,046	36
508.10 Assc Dir Std Housing	47,355	37,683	42,191	50,925	52,723	20
508.20 Housing Off/Adm Opr	45,683	37,467	45,100	47,800	52,200	21
508.30 Housing Off/Res Life	41,397	33,500	39,011	46,913	51,562	30
509.00 Dir Union/Std Act	60,000	54,017	58,855	61,800	66,000	11
510.00 Dir Foreign Students	42,801	37,404	40,170	44,600	50,435	19
511.00 Dir Student Union	54,012	44,838	51,265	57,046	69,048	23
511.10 Assc Dir Std Union	39,818	35,360	38,647	42,162	47,936	16
512.00 Dir Std Activities	44,150	37,311	43,796	47,676	54,000	26
513.00 Dir Career Dev/Plcmt	54,216	44,580	50,345	57,120	68,696	35
514.00 Dir Std Counseling	64,376	53,107	62,000	68,380	73,029	37
514.10 Assc Dir Std Cnslg	44,338	38,436	41,600	48,144	62,334	17
515.00 Dir Std Hlth-Physicn	87,500	76,000	85,761	90,195	100,802	37
516.00 Dir Std Hlth-Nurse	49,908	45,096	46,035	50,775	54,690	12
517.00 Dir Campus Ministries	63,400	59,700	60,000	64,450	66,308	7
518.00 Dir Athletics	102,444	87,452	98,747	105,585	130,000	40
519.00 Dir Sports Info	41,681	35,424	40,000	44,618	51,500	36
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	69,300	55,624	67,420	75,000	98,900	9
522.00 Dir Campus Rec/Intrml	54,518	40,800	51,969	56,040	62,080	33
523.00 Chief Enrollment Mgmt	77,300	59,113	76,100	77,880	102,000	11
524.00 Dir Minority Affairs	50,739	46,575	48,514	54,208	59,316	20
525.00 Dir Conferences	52,581	45,760	48,488	54,463	59,400	22

*3 cases or less

BEST COPY AVAILABLE

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $463.8 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	207,035	156,750	180,600	221,500	236,000	14
101.10 Asst to CEO/System	83,688	74,175	83,000	87,593	94,700	11
102.00 CEO/Single Inst	176,458	152,002	167,000	181,452	228,750	32
102.10 Asst to CEO/Single	77,000	63,000	75,062	88,650	97,650	27
103.00 Exec Vice Pres	151,000	131,517	147,240	155,000	192,567	14
ACADEMIC						
201.00 Chief Acad Off	144,245	130,164	138,670	153,500	193,600	43
201.10 Assc Chief Acad Off	100,400	94,404	100,000	105,000	115,000	16
202.00 Chf Hlth Prof Off	216,500	162,948	200,000	250,000	345,000	22
203.00 Dir Library Serv	105,102	90,096	102,485	109,224	122,200	41
203.20 Acquistns Librarian	47,001	40,040	45,000	47,701	54,478	33
203.30 Chf Tech Serv Libra	62,580	50,400	61,085	65,000	73,815	33
203.40 Chf Public Serv Libra	62,884	54,477	61,440	68,880	73,815	27
203.50 Reference Librarian	46,384	41,676	44,636	48,086	52,716	31
203.60 Catalog Librarian	43,984	33,981	40,300	46,280	53,040	26
204.00 Dir Instit Research	72,133	65,348	68,383	73,600	82,000	31
204.10 Assc Dir Inst Res	52,442	48,152	50,800	53,800	59,850	14
205.00 Dir Educ Media Serv	65,102	53,500	62,652	66,300	72,497	23
206.00 Dir Learning Res Ctr	59,474	45,500	54,500	64,800	79,900	17
207.00 Dir Internatl Educ	86,950	57,800	84,561	98,000	105,600	9
207.10 Dir Internatl Std Ed	87,997	55,672	76,248	93,800	99,792	16
208.00 Dir Comp Ctr Opr/Acad	86,000	70,013	76,700	95,262	107,000	27
208.10 Assc Dir CC Opr/Acad	69,216	61,044	63,495	76,650	84,882	17
209.00 Dir Spons Res & Prog	79,053	66,120	75,270	87,017	102,244	42
210.00 Dean,Architecture	111,413	98,175	109,502	116,673	127,750	20
211.00 Dean,Agriculture	132,500	123,500	129,457	133,377	147,250	17
212.00 Dean,Arts & Letters	128,990	116,500	125,000	132,980	136,000	6
213.00 Dean,Arts & Sciences	122,550	103,750	119,386	130,667	155,000	30
214.00 Dean,Business	155,808	124,204	143,800	159,000	189,000	39
215.00 Dean,Communications	107,350	100,500	106,000	118,200	127,300	13
216.00 Dean,Continuing Ed	96,744	86,321	94,209	99,000	110,500	20
217.00 Dean,Dentistry	148,632	125,228	141,905	149,177	160,650	15
218.00 Dean,Education	109,950	94,340	108,527	116,390	127,600	36
219.00 Dean,Engineering	150,000	128,752	136,812	155,859	170,000	37
221.00 Dean,Extension	110,736	93,204	101,000	115,000	117,600	9
222.00 Dean,Fine Arts	103,400	79,080	100,940	107,600	120,000	14
223.00 Dean,Graduate Program	116,260	88,500	110,000	119,101	130,700	33
224.00 Dean,Hlth-Rltd Prof	113,400	105,575	108,394	127,800	151,162	7
225.00 Dean,Home Economics	116,359	99,273	115,917	116,800	123,840	8
226.00 Dean,Humanities	110,000	102,372	108,454	112,200	133,000	9
228.00 Dean,Law	149,521	130,328	140,502	162,010	199,150	30
229.00 Dean,Lib & Inf Sci	99,600	84,475	97,850	105,934	119,500	10
230.00 Dean,Mathematics	*	*	*	*	*	3
231.00 Dean,Medicine	245,100	166,545	229,250	256,907	287,804	25
232.00 Dean,Music	107,733	86,333	96,305	114,900	134,287	12
233.00 Dean,Nursing	121,839	108,300	121,419	123,900	147,122	24
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	124,778	111,240	121,000	129,200	136,762	16
236.00 Dean,Public Health	142,418	137,000	141,804	152,500	187,992	11
237.00 Dean,Sciences	122,055	115,000	119,000	125,500	135,250	11
238.00 Dean,Social Sciences	119,181	108,150	115,764	119,304	129,500	9
239.00 Dean,Social Work	110,037	91,041	106,445	116,600	126,600	16
240.00 Dean,Special Programs	*	*	*	*	*	1
241.00 Dean,Undergrad Prog	106,632	92,340	105,750	107,332	111,465	10
242.00 Dean,Veterinary Med	127,465	122,000	126,034	130,000	149,116	12
243.00 Dir Continuing Educ	80,259	62,870	75,300	82,000	101,700	18
ADMINISTRATIVE						
301.00 Chief Business Off	131,265	104,800	126,624	135,000	172,600	28
301.01 Chief Admin Off	125,633	95,790	125,000	128,004	155,000	19
301.02 Chief Financial Off	122,593	89,154	108,900	136,224	180,000	23
301.10 Dir Env Health/Safety	77,075	62,268	71,500	84,000	90,500	46
301.20 Dir Telecommunic	68,160	57,811	64,124	72,458	85,958	35
302.00 Chief Planning Off	96,748	73,450	81,682	104,902	119,000	17
303.00 Chief Budgeting Off	89,000	71,415	82,840	90,500	103,480	31
303.10 Assc Budget Dir	62,570	54,600	61,632	67,600	73,500	29
304.00 Chief Plan-Budgt Off	99,800	94,500	99,300	101,742	109,368	12
305.00 General Counsel	111,233	93,378	104,256	127,097	146,200	37
305.10 Staff Attorney	70,000	58,123	67,486	75,600	89,616	33
306.00 Chf Personnel/HR Off	95,000	80,200	90,000	103,700	119,601	43
306.10 Assc Dir Pers/HR	66,133	59,668	63,760	74,565	83,902	25
306.20 Manager Benefits	54,279	48,323	53,000	56,700	64,000	41
306.30 Manager Training-Dev	51,000	41,897	45,913	54,175	60,918	33
306.40 Manager Empl Relatns	55,232	43,260	46,800	58,100	66,299	22
306.50 Manager Labor Rel	61,301	53,500	57,000	63,000	67,000	22
306.60 Manager Employment	50,994	45,608	48,756	53,560	59,000	36
306.70 Mgr Wage-Sal/Mgr Comp	50,343	40,454	47,345	53,008	63,696	30
306.80 Mgr Personnel Inf Sys	49,900	44,735	47,050	52,320	60,000	23
307.00 Dir AA/EEO	68,500	59,750	64,534	75,580	85,960	40
307.10 Assc Dir AA/EEO	41,570	38,195	40,400	44,565	57,100	13
308.00 Dir Pers/AA	*	*	*	*	*	2
309.00 Chief Inform Sys Off	116,600	81,065	108,000	129,996	149,004	27
309.10 Assc Dir Computer Ctr	82,000	62,680	72,895	82,000	96,700	11
309.20 Data Base Admin	59,824	52,152	55,700	63,884	70,758	24
309.30 Sys Analyst-Hi	48,839	41,885	46,000	50,685	58,852	32
309.50 Prog Analyst-Hi	42,579	33,918	39,952	45,099	49,840	37
310.00 Dir Comp Ctr Opr/Adm	80,975	64,205	76,400	85,200	96,300	34
310.10 Assc Dir CC Opr/Adm	64,884	54,104	60,312	68,520	74,961	17
312.00 Chf Phys Plnt/Fac	99,206	81,500	96,000	101,200	110,000	44
312.10 Assc Dir Phys Plnt	75,976	65,574	73,753	79,970	91,978	30

*3 cases or less

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $463.8 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.20 Mgr Landscape/Grnds	48,809	40,919	43,902	52,209	58,400	36
312.30 Mgr Bldg Mnt Trades	57,344	47,572	51,196	59,125	68,604	26
312.40 Mgr Tech Trades	59,487	52,776	54,385	62,304	70,677	16
312.50 Mgr Custodial Srv	51,012	41,028	48,672	53,403	57,264	36
312.60 Mgr Power Plant	56,927	42,654	53,604	59,600	65,570	36
313.00 Comptroller	96,900	78,400	93,700	98,600	109,153	41
313.10 Manager Payroll	55,045	44,031	54,118	58,993	65,566	45
314.00 Dir Accounting	66,550	58,983	64,101	68,162	77,927	35
314.10 Staff Accountant-Hi	39,370	32,200	37,050	43,064	46,865	34
315.00 Bursar	61,502	51,200	57,701	65,635	72,810	30
315.10 Assc Bursar	45,249	39,588	43,500	48,900	57,372	12
316.00 Dir Purchasing	68,476	61,425	66,600	71,730	78,480	42
316.10 Assc Dir Purchasing	54,145	46,000	52,895	54,906	57,920	28
317.00 Dir Bookstore	58,740	51,234	54,000	64,015	71,400	27
317.10 Assc Dir-Bookstore	48,856	37,515	43,806	54,000	54,590	12
318.00 Dir Internal Audit	75,407	62,800	71,720	77,200	88,538	44
319.00 Dir Aux Services	83,185	66,527	70,792	90,100	98,296	27
319.10 Mgr Mail Services	38,355	31,082	35,445	44,004	52,239	35
320.00 Dir Campus Security	74,004	60,904	67,500	75,955	85,000	41
321.00 Dir Risk Mgmt/Ins	64,605	50,960	63,096	69,000	73,500	36
322.00 Admin Hosp Med Ctr	183,622	167,904	176,500	200,000	241,000	21
322.10 Dir Med Ctr Pub Rel	68,781	60,680	67,450	75,000	118,300	18
322.20 Dir Med Ctr Pers	78,000	65,856	72,684	78,953	91,608	15
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	112,860	97,500	105,000	119,604	158,500	37
401.10 Dir Annual Giving	61,385	45,000	52,500	67,000	78,000	32
401.20 Dir Corp/Fndtn Rel	68,729	55,633	66,987	70,380	76,078	30
401.30 Coord Res Dev	48,672	37,000	48,000	50,689	68,650	18
401.40 Dir Planned Giving	67,000	55,500	62,400	73,269	91,200	29
402.00 Chf Public Rel Off	99,488	71,565	93,504	104,832	120,000	28
402.10 Dir Govt/Leg Rel	89,050	75,000	86,204	92,500	100,000	32
403.00 Chf Dev/Pub Rel Off	126,804	100,905	125,002	128,652	143,246	10
404.00 Dir Alumni Affairs	75,364	58,066	70,474	80,345	95,000	38
405.00 Dir Dev/Alumni Aff	92,936	52,994	88,358	103,500	145,000	9
406.00 Dir Major Gifts	77,206	61,000	73,658	79,789	89,782	15
408.00 Dir Community Serv	69,372	47,587	64,500	75,920	79,310	7
409.00 Dir Publications	55,607	46,350	52,207	61,000	73,900	34
409.10 Assc Dir Publicatns	43,159	37,132	40,891	48,000	57,186	12
409.20 Mgr Printing Srv	54,960	40,145	50,653	57,450	63,346	35
410.00 Dir Info Office	63,852	47,076	60,517	75,000	84,048	22
411.00 Dir News Bureau	47,773	36,852	45,032	52,055	67,600	26
STUDENT SERVICES						
501.00 Chf Student Aff Off	111,239	100,000	108,600	115,514	125,000	41
501.10 Assc Chf Stud Aff Off	78,095	73,520	77,969	78,400	85,000	18
501.50 Dean of Students	75,938	69,722	75,100	77,250	83,045	21
502.00 Chief Admissions Off	81,261	63,636	76,700	83,800	92,800	36
502.10 Assc Dir Admissions	48,718	41,000	46,884	53,356	59,067	37
502.20 Admissions Counselor	27,237	23,721	26,415	30,354	35,837	35
502.30 Academic Advisor	28,477	23,379	28,167	30,181	36,720	23
503.00 Dir Adm & Registrar	93,802	78,118	89,901	93,851	97,150	5
504.00 Registrar	67,717	63,649	66,868	75,000	81,750	42
504.10 Assc Registrar	50,732	41,974	45,762	53,769	58,365	40
504.20 Asst Registrar	37,814	33,019	34,956	39,126	46,740	26
505.00 Dir Adm/Fin Aid	78,218	74,556	76,175	80,262	86,532	6
506.00 Dir Student Fin Aid	72,750	62,000	68,400	77,330	85,000	42
506.10 Assc Dir Std Fin Aid	51,000	43,178	47,768	53,728	57,347	35
507.00 Dir Food Services	65,004	49,000	59,000	70,750	76,600	23
507.10 Assc Dir Food Serv	67,255	44,732	56,155	68,226	70,100	13
508.00 Dir Student Housing	72,088	58,000	66,575	73,600	83,800	41
508.10 Assc Dir Std Housng	55,500	44,076	48,642	57,415	69,345	29
508.20 Housing Off/Adm Opr	43,176	34,900	41,500	50,245	55,600	19
508.30 Housing Off/Res Life	51,100	36,619	47,530	52,334	62,964	19
509.00 Dir Union/Std Act	63,000	49,970	53,290	64,861	75,874	15
510.00 Dir Foreign Students	50,025	43,700	47,381	54,725	60,335	32
511.00 Dir Student Union	60,000	42,500	58,176	62,928	73,821	23
511.10 Assc Dir Std Union	40,500	36,400	39,060	44,700	56,000	21
512.00 Dir Std Activities	53,340	41,544	50,000	58,453	66,621	17
513.00 Dir Career Dev/Plcmt	58,516	48,300	56,849	63,190	71,000	44
514.00 Dir Std Counseling	66,949	55,308	65,000	68,266	78,408	41
514.10 Assc Dir Std Cnslg	53,758	45,810	52,351	55,877	60,000	22
515.00 Dir Std Hlth-Physicn	111,077	89,414	108,142	118,396	123,964	33
516.00 Dir Std Hlth-Nurse	51,595	43,747	49,032	55,500	67,225	17
517.00 Dir Campus Ministries	69,900	40,907	62,212	71,818	80,000	9
518.00 Dir Athletics	120,250	102,634	115,910	130,347	142,940	41
519.00 Dir Sports Info	47,380	39,135	43,260	51,344	57,428	35
520.00 Dir Athletics/Men	70,722	49,709	70,064	71,400	103,000	8
521.00 Dir Athletics/Women	65,800	55,213	61,008	69,000	80,000	14
522.00 Dir Campus Rec/Intmrl	56,490	43,854	52,823	59,355	65,876	35
523.00 Chief Enrollment Mgmt	80,503	55,861	79,310	81,096	91,800	8
524.00 Dir Minority Affairs	62,467	44,200	53,373	65,439	85,296	18
525.00 Dir Conferences	60,650	41,400	54,234	61,005	67,060	15

*3 cases or less

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TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25.4 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	93,125	71,006	80,540	104,500	117,350	14
102.00 CEO/Single Inst	96,757	83,000	94,000	100,940	114,500	67
102.10 Asst to CEO/Single	36,930	26,431	35,304	38,000	51,448	28
103.00 Exec Vice Pres	67,860	63,000	67,000	79,300	96,000	13
ACADEMIC						
201.00 Chief Acad Off	69,500	55,830	64,464	74,500	83,297	71
201.10 Assc Chief Acad Off	55,595	44,535	53,900	65,070	72,539	15
203.00 Dir Library Serv	41,000	32,140	38,900	45,040	52,948	75
203.20 Acquistns Librarian	27,801	24,300	25,573	29,548	33,000	26
203.30 Chf Tech Serv Libm	31,633	25,210	30,075	32,626	38,448	34
203.40 Chf Public Serv Libm	30,653	27,000	28,726	32,031	34,775	21
203.50 Reference Librarian	28,576	24,550	27,020	29,689	33,079	50
203.60 Catalog Librarian	24,064	20,246	22,567	26,596	32,031	24
204.00 Dir Instit Research	42,066	31,300	40,304	45,223	53,804	30
204.10 Assc Dir Inst Res	28,000	24,776	27,849	30,500	32,724	7
205.00 Dir Educ Media Serv	34,293	28,725	32,569	36,229	41,161	15
206.00 Dir Learning Res Ctr	32,698	23,690	28,789	33,185	40,000	23
207.00 Dir Internatl Educ	37,440	31,575	34,102	47,114	74,058	9
207.10 Dir Internatl Std Ed	48,818	41,468	47,250	50,386	55,500	4
208.00 Dir Comp Ctr Opr/Acad	37,240	30,900	34,700	41,200	52,187	26
208.10 Assc Dir CC Opr/Acad	34,559	26,498	30,617	38,500	39,105	6
209.00 Dir Spons Res & Prog	43,241	25,544	36,642	48,100	65,798	10
210.00 Dean,Architecture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	*	*	*	*	*	1
213.00 Dean,Arts & Sciences	65,102	51,309	58,600	68,297	78,563	22
214.00 Dean,Business	66,073	50,619	62,720	73,652	78,822	33
215.00 Dean,Communications	37,181	33,250	36,000	38,361	58,787	4
216.00 Dean,Continuing Ed	54,687	37,510	47,000	57,245	72,624	14
218.00 Dean,Education	58,100	39,286	54,000	59,665	71,683	23
219.00 Dean,Engineering	56,202	36,780	46,386	68,400	76,960	7
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	52,729	44,729	50,783	53,705	69,120	9
223.00 Dean,Graduate Program	54,200	37,279	49,284	57,339	64,321	27
224.00 Dean,Hlth-Rltd Prof	55,594	46,000	52,000	59,187	62,761	6
226.00 Dean,Humanities	50,783	39,470	42,293	58,905	64,200	9
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	51,175	34,337	36,986	65,363	67,824	4
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	46,912	34,337	38,223	55,600	63,711	6
233.00 Dean,Nursing	50,371	43,488	48,234	57,300	60,008	12
234.00 Dean,Occ Std/Voc Ed	50,405	40,500	44,111	56,700	59,849	6
237.00 Dean,Sciences	51,804	39,286	49,804	60,102	67,824	12
238.00 Dean,Social Sciences	59,160	46,229	54,579	63,492	77,405	5
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	52,350	44,995	48,675	60,675	71,000	5
243.00 Dir Continuing Educ	39,510	34,337	37,931	41,030	53,058	24
ADMINISTRATIVE						
301.00 Chief Business Off	67,367	52,895	63,051	70,000	76,652	68
301.01 Chief Admin Off	44,912	43,570	44,375	45,450	58,500	6
301.02 Chief Financial Off	61,500	46,310	55,000	67,012	75,705	22
301.10 Dir Env Health/Safety	45,028	32,179	41,963	45,395	50,313	5
301.20 Dir Telecommunic	38,100	27,456	32,938	46,881	53,893	10
302.00 Chief Planning Off	*	*	*	*	*	3
303.00 Chief Budgeting Off	37,990	30,000	33,800	42,181	51,610	8
303.10 Assc Budget Dir	33,660	27,600	30,336	35,875	36,288	11
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	52,607	35,521	45,070	60,144	78,913	4
305.10 Staff Attorney	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	40,000	29,000	38,455	42,500	50,102	47
306.10 Assc Dir Pers/HR	40,092	23,087	30,250	44,233	52,717	7
306.20 Manager Benefits	26,592	22,000	24,939	27,000	32,000	13
306.30 Manager Training-Dev	*	*	*	*	*	3
306.60 Manager Employment	*	*	*	*	*	1
307.00 Dir AA/EEO	39,818	39,658	39,732	39,904	43,298	4
308.00 Dir Pers/AA	41,341	28,000	36,000	44,016	45,000	11
309.00 Chief Inform Sys Off	46,000	34,500	42,000	50,592	56,616	27
309.10 Assc Dir Computer Ctr	39,500	27,000	39,455	40,000	57,587	9
309.20 Data Base Admin	31,830	23,691	30,202	34,231	44,030	14
309.30 Sys Analyst-Hi	32,500	27,360	30,135	35,000	36,708	17
309.50 Prog Analyst-Hi	30,500	24,960	29,425	31,132	37,386	27
310.00 Dir Comp Ctr Opr/Adm	41,568	30,900	38,000	44,000	52,806	36
310.10 Assc Dir CC Opr/Adm	38,150	27,214	34,789	38,275	47,993	5
312.00 Chf Phys Plnt/Fac	44,650	36,000	42,646	47,300	55,978	61
312.10 Assc Dir Phys Plnt	35,875	25,317	33,990	37,242	46,483	25
312.20 Mgr Landscape/Grnds	26,885	23,927	26,100	29,338	32,500	22
312.30 Mgr Bldg Mnt Trades	29,408	27,044	27,187	32,000	35,572	12
312.40 Mgr Tech Trades	31,440	27,979	28,380	34,500	42,966	4
312.50 Mgr Custodial Srv	25,985	20,823	25,395	28,352	32,070	26
312.60 Mgr Power Plant	29,688	26,025	28,538	34,792	37,758	7
313.00 Comptroller	44,030	34,337	41,600	46,790	51,684	49
313.10 Manager Payroll	26,832	19,335	26,100	27,277	33,649	19
314.00 Dir Accounting	33,276	29,591	32,650	34,000	39,510	21
314.10 Staff Accountant-Hi	29,400	23,251	26,112	31,620	37,277	24
315.00 Bursar	31,650	24,356	29,775	34,874	39,002	15
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	34,004	25,540	30,867	35,870	39,296	26
316.10 Assc Dir Purchasing	25,548	17,432	21,000	30,096	30,938	4
317.00 Dir Bookstore	29,806	21,781	28,216	31,511	36,648	34

*3 cases or less

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TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25.4 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
317.10 Assc Dir Bookstore	22,301	19,000	21,682	22,920	34,906	4
318.00 Dir Internal Audit	34,363	13,800	32,820	35,906	48,048	4
319.00 Dir Aux Services	39,026	32,743	36,250	40,000	46,274	7
319.10 Mgr Mail Services	21,625	16,110	19,554	22,942	25,000	28
320.00 Dir Campus Security	33,215	25,174	30,212	35,371	41,137	40
321.00 Dir Risk Mgmt/Ins	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	55,650	45,000	53,744	63,700	74,000	59
401.10 Dir Annual Giving	34,703	27,730	33,000	35,000	42,500	32
401.20 Dir Corp/Fndtn Rel	35,000	25,220	32,445	39,874	50,170	17
401.30 Coord Res Dev	27,730	21,500	26,340	29,120	36,638	8
401.40 Dir Planned Giving	37,442	28,602	35,000	38,800	41,455	16
402.00 Chf Public Rel Off	40,000	31,500	38,400	41,730	48,000	41
402.10 Dir Govt/Leg Rel	*	*	*	*	*	3
403.00 Chf Dev/Pub Rel Off	68,930	51,750	64,465	77,232	90,552	5
404.00 Dir Alumni Affairs	31,840	27,540	30,423	33,600	38,500	41
405.00 Dir Dev/Alumni Aff	47,462	27,867	41,025	51,763	62,565	10
406.00 Dir Major Gifts	32,000	28,000	31,287	32,000	42,000	9
407.00 Dir Church Relations	38,050	31,364	36,100	40,000	42,200	6
408.00 Dir Community Serv	*	*	*	*	*	3
409.00 Dir Publications	35,093	30,422	32,678	35,482	38,717	21
409.10 Assc Dir Publicatns	24,343	20,000	22,200	25,168	30,000	14
409.20 Mgr Printing Srv	26,100	22,600	24,586	28,008	37,386	18
410.00 Dir Info Office	34,935	25,700	34,125	37,000	40,950	18
411.00 Dir News Bureau	24,614	21,400	23,087	33,000	39,270	7
STUDENT SERVICES						
501.00 Chf Student Aff Off	55,000	43,709	52,895	57,299	64,846	51
501.10 Assc Chf Stud Aff Off	36,771	30,427	33,150	39,838	46,420	15
501.50 Dean of Students	45,142	36,751	42,000	49,248	53,101	27
502.00 Chief Admissions Off	40,071	33,295	38,300	43,205	49,399	58
502.10 Assc Dir Admissions	29,000	24,683	27,448	30,000	34,935	39
502.20 Admissions Counselor	22,800	19,425	21,527	23,955	26,094	54
502.30 Academic Advisor	30,000	24,000	27,643	30,558	38,223	23
503.00 Dir Adm & Registrar	47,175	35,263	42,666	51,684	52,500	6
504.00 Registrar	37,137	30,379	35,000	40,000	45,672	66
504.10 Assc Registrar	30,841	26,328	29,395	32,000	36,560	12
504.20 Asst Registrar	25,467	21,894	24,000	26,436	28,912	20
505.00 Dir Adm/Fin Aid	48,649	36,000	42,000	50,330	58,432	9
506.00 Dir Student Fin Aid	38,000	31,200	35,880	39,992	44,332	71
506.10 Assc Dir Std Fin Aid	27,100	22,000	25,000	28,000	31,957	34
507.00 Dir Food Services	32,000	29,000*	32,000	34,505	39,789	9
507.10 Assc Dir Food Serv	*	*	*	*	*	2
508.00 Dir Student Housing	27,765	20,863	24,652	30,516	38,397	29
508.10 Assc Dir Std Housing	32,429	20,376	32,100	32,758	41,500	8
508.20 Housing Off/Adm Opr	*	*	*	*	*	2
508.30 Housing Off/Res Life	25,316	17,500	24,863	26,583	30,000	18
509.00 Dir Union/Std Act	28,356	24,140	27,510	31,953	45,571	10
510.00 Dir Foreign Students	26,589	23,150	25,954	29,600	34,440	10
511.00 Dir Student Union	33,532	30,900	32,530	33,737	34,608	7
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	28,325	23,960	27,493	30,614	34,343	35
513.00 Dir Career Dev/Plcmt	30,915	26,477	28,826	33,102	39,364	60
514.00 Dir Std Counseling	34,636	29,476	31,547	35,932	44,166	48
514.10 Assc Dir Std Cnslg	27,712	21,000	23,000	28,584	29,458	7
515.00 Dir Std Hlth-Physicn	67,838	27,508	47,829	72,359	88,408	5
516.00 Dir Std Hlth-Nurse	26,637	21,000	24,981	31,000	40,150	33
517.00 Dir Campus Ministries	27,965	24,000	26,296	29,120	33,830	28
518.00 Dir Athletics	43,858	31,073	40,190	46,676	54,492	49
519.00 Dir Sports Info	25,065	21,462	24,440	26,500	30,500	27
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	31,300	26,667	30,927	36,923	42,659	5
522.00 Dir Campus Rec/Intmrl	34,000	22,879	32,801	34,904	47,551	15
523.00 Chief Enrollment Mgmt	61,661	48,303	54,535	69,025	77,006	10
524.00 Dir Minority Affairs	31,749	27,000	30,000	33,760	42,396	13
525.00 Dir Conferences	29,159	25,500	27,821	32,000	38,520	12

*3 cases or less

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25.4 - $44.1 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	109,911	102,000	106,796	113,025	133,000	6
101.10 Asst to CEO/System	*	*	*	*	*	2
102.00 CEO/Single Inst	110,002	98,325	105,800	114,660	127,500	76
102.10 Asst to CEO/Single	54,262	40,236	52,000	62,600	69,504	38
103.00 Exec Vice Pres	78,599	66,607	74,510	82,688	102,528	6
ACADEMIC						
201.00 Chief Acad Off	86,801	79,800	85,000	90,208	97,375	74
201.10 Assc Chief Acad Off	67,275	60,000	65,000	71,882	78,724	29
203.00 Dir Library Serv	58,800	47,901	56,375	61,000	66,728	71
203.20 Acquistns Librarian	32,138	26,985	30,023	33,977	44,209	40
203.30 Chf Tech Serv Libm	36,266	32,104	34,369	40,000	44,000	42
203.40 Chf Public Serv Libm	37,176	29,256	34,099	38,280	45,278	43
203.50 Reference Librarian	34,937	28,667	31,825	37,188	40,495	61
203.60 Catalog Librarian	32,448	27,500	30,770	34,262	38,344	31
204.00 Dir Instit Research	47,750	39,270	45,463	51,200	60,792	44
204.10 Assc Dir Inst Res	40,500	36,453	39,378	42,750	54,402	5
205.00 Dir Educ Media Serv	38,000	29,738	37,195	40,302	47,525	41
206.00 Dir Learning Res Ctr	38,397	31,475	33,201	41,092	46,428	21
207.00 Dir Internatl Educ	48,227	34,900	47,2[illegible]	52,852	62,852	7
207.10 Dir Internatl Std Ed	65,689	49,300	58,663	72,715	74,706	6
208.00 Dir Comp Ctr Opr/Acad	37,590	31,930	37,000	49,440	64,856	21
208.10 Assc Dir CC Opr/Acad	40,533	27,290	39,687	41,263	47,327	13
209.00 Dir Spons Res & Prog	56,842	34,000	52,800	59,679	63,333	21
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	67,455	61,860	65,325	69,500	77,193	10
213.00 Dean,Arts & Sciences	77,700	68,600	75,883	80,250	84,420	41
214.00 Dean,Business	79,890	70,691	78,572	82,385	92,000	51
215.00 Dean,Communications	60,292	42,225	52,784	67,800	96,204	4
216.00 Dean,Continuing Ed	68,400	56,436	65,000	71,615	81,133	22
218.00 Dean,Education	71,803	64,500	70,100	73,476	80,111	44
219.00 Dean,Engineering	79,970	67,113	79,290	80,650	87,850	6
222.00 Dean,Fine Arts	71,226	60,190	70,040	72,411	76,456	8
223.00 Dean,Graduate Program	66,300	61,950	65,475	67,842	78,080	35
224.00 Dean,Hlth-Rltd Prof	73,399	69,663	72,692	74,200	83,742	5
226.00 Dean,Humanities	56,400	43,982	50,523	64,073	77,873	5
228.00 Dean,Law	138,000	105,595	136,000	140,000	156,280	4
229.00 Dean,Lib & Inf Sci	66,735	62,436	64,584	68,887	70,000	4
230.00 Dean,Mathematics	*	*	*	*	*	3
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	71,610	57,783	67,720	74,900	81,815	18
234.00 Dean,Occ Std/Voc Ed	76,010	66,678	70,000	82,021	86,239	4
237.00 Dean,Sciences	65,100	57,616	64,116	67,356	72,500	16
238.00 Dean,Social Sciences	64,740	46,937	56,285	66,870	81,456	5
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	68,650	60,925	62,101	75,200	75,920	4
241.00 Dean,Undergrad Prog	65,100	57,810	59,084	68,685	72,063	9
243.00 Dir Continuing Educ	43,421	33,144	40,000	46,381	57,820	24
ADMINISTRATIVE						
301.00 Chief Business Off	81,538	72,495	79,200	85,000	92,628	74
301.01 Chief Admin Off	72,000	67,500	71,456	72,500	87,550	13
301.02 Chief Financial Off	65,959	59,113	63,689	67,200	77,911	20
301.10 Dir Env Health/Safety	39,520	36,400	39,083	40,542	44,025	9
301.20 Dir Telecommunic	41,071	35,556	40,010	42,468	45,000	19
302.00 Chief Planning Off	64,205	49,192	60,000	64,280	71,550	9
303.00 Chief Budgeting Off	54,133	41,390	50,700	56,028	64,442	23
303.10 Assc Budget Dir	37,250	33,225	34,405	42,482	52,357	12
304.00 Chief Plan-Budgt Off	63,529	55,000	60,000	67,059	78,108	8
305.00 General Counsel	62,428	51,000	62,000	62,856	72,420	4
306.00 Chf Personnel/HR Off	47,175	42,198	46,000	51,500	58,114	56
306.10 Assc Dir Pers/HR	34,500	27,000	33,389	37,644	45,000	24
306.20 Manager Benefits	29,957	22,500	29,532	32,572	34,303	27
306.30 Manager Training-Dev	28,950	22,093	26,975	30,207	32,932	5
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	30,492	25,769	27,450	33,614	34,807	10
306.70 Mgr Wage-Sal/Mgr Comp	*	*	*	*	*	3
306.80 Mgr Personnel Inf Sys	28,728	22,781	27,688	32,445	40,835	5
307.00 Dir AA/EEO	48,197	37,500	44,787	55,000	62,716	24
308.00 Dir Pers/AA	46,647	40,000	44,345	49,909	50,620	14
309.00 Chief Inform Sys Off	61,318	53,145	58,223	62,746	68,294	49
309.10 Assc Dir Computer Ctr	48,071	42,594	46,060	48,500	57,466	26
309.20 Data Base Admin	35,268	31,900	33,241	40,000	46,000	17
309.30 Sys Analyst-Hi	39,000	30,000	36,000	44,248	51,912	37
309.50 Prog Analyst-Hi	33,939	27,540	32,885	35,610	37,740	44
310.00 Dir Comp Ctr Opr/Adm	50,548	38,556	47,256	54,934	61,680	39
310.10 Assc Dir CC Opr/Adm	40,660	38,350	39,773	43,325	48,483	10
312.00 Chf Phys Plnt/Fac	55,000	48,852	53,495	57,041	65,052	77
312.10 Assc Dir Phys Plnt	40,000	35,012	37,896	41,551	45,200	31
312.20 Mgr Landscape/Grnds	30,799	26,909	29,811	34,943	38,289	40
312.30 Mgr Bldg Mnt Trades	34,841	30,420	33,372	36,718	41,703	31
312.40 Mgr Tech Trades	33,241	27,992	31,932	37,926	44,216	15
312.50 Mgr Custodial Srv	30,009	26,750	29,420	30,850	33,841	45
312.60 Mgr Power Plant	37,061	28,840	35,310	38,017	43,848	13
313.00 Comptroller	54,939	46,554	51,740	56,124	62,648	45
313.10 Manager Payroll	28,224	22,743	27,061	29,445	33,668	35
314.00 Dir Accounting	40,053	35,000	38,871	42,874	48,009	32
314.10 Staff Accountant-Hi	32,784	30,049	31,839	35,804	39,516	45
315.00 Bursar	38,597	31,635	37,260	39,820	45,344	34

*3 cases or less

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $25.4 - $44.1 MILLION

CUPA 1994-95 ADCOMP SURVEY		Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
315.10	Assc Bursar	32,540	26,520	31,740	32,640	33,335	9
316.00	Dir Purchasing	37,615	32,000	36,415	40,190	47,300	54
316.10	Assc Dir Purchasing	29,452	28,500	29,365	29,600	33,600	11
317.00	Dir Bookstore	35,326	29,200	32,600	36,792	39,317	33
317.10	Assc Dir Bookstore	23,700	21,000	21,830	23,908	25,113	9
318.00	Dir Internal Audit	42,783	35,830	39,541	43,649	47,739	15
319.00	Dir Aux Services	52,951	42,481	51,837	55,000	68,271	23
319.10	Mgr Mail Services	24,013	19,020	22,106	26,108	28,853	29
320.00	Dir Campus Security	37,431	31,237	33,440	40,164	47,010	71
321.00	Dir Risk Mgmt/Ins	*	*	*	*	*	3
EXTERNAL AFFAIRS							
401.00	Chief Development Off	73,179	62,761	70,908	75,000	88,845	61
401.10	Dir Annual Giving	39,220	33,325	36,405	40,350	45,544	35
401.20	Dir Corp/Fndtn Rel	40,540	33,928	39,950	43,605	55,142	25
401.30	Coord Res Dev	35,000	27,825	32,290	36,440	39,609	21
401.40	Dir Planned Giving	49,881	42,000	48,080	51,996	60,000	14
402.00	Chf Public Rel Off	49,251	42,000	48,000	51,000	60,000	38
402.10	Dir Govt/Leg Rel	*	*	*	*	*	3
403.00	Chf Dev/Pub Rel Off	71,620	63,400	70,384	76,025	81,900	16
404.00	Dir Alumni Affairs	38,000	32,960	36,361	39,035	44,714	60
405.00	Dir Dev/Alumni Aff	48,409	43,000	45,900	51,415	67,100	9
406.00	Dir Major Gifts	41,550	40,000	41,200	41,900	49,201	6
407.00	Dir Church Relations	41,448	39,253	40,896	42,000	50,011	4
408.00	Dir Community Serv	34,450	21,750	29,490	39,411	50,000	8
409.00	Dir Publications	36,092	29,888	34,384	38,723	44,100	28
409.10	Assc Dir Publicatns	34,136	24,000	30,435	37,836	39,323	4
409.20	Mgr Printing Srv	30,801	24,485	29,323	32,529	36,573	28
410.00	Dir Info Office	36,988	31,850	35,952	40,182	45,144	33
411.00	Dir News Bureau	31,950	25,818	31,651	32,508	40,000	17
STUDENT SERVICES							
501.00	Chf Student Aff Off	70,421	63,000	69,000	72,000	79,257	66
501.10	Assc Chf Stud Aff Off	48,080	40,528	46,051	49,660	58,000	17
501.50	Dean of Students	45,022	40,040	44,056	49,000	61,784	28
502.00	Chief Admissions Off	52,964	42,525	48,600	55,500	60,091	61
502.10	Assc Dir Admissions	33,517	29,837	32,050	34,507	41,222	50
502.20	Admissions Counselor	23,078	20,850	22,008	23,700	27,012	61
502.30	Academic Advisor	28,766	24,598	27,525	30,198	40,000	27
503.00	Dir Adm & Registrar	54,080	44,620	50,000	56,176	87,756	9
504.00	Registrar	46,864	40,350	44,019	48,216	53,852	62
504.10	Assc Registrar	30,121	27,206	29,710	32,240	37,256	32
504.20	Asst Registrar	28,969	25,162	27,334	29,355	32,757	33
505.00	Dir Adm/Fin Aid	*	*	*	*	*	3
506.00	Dir Student Fin Aid	44,142	39,047	42,620	46,034	52,167	75
506.10	Assc Dir Std Fin Aid	31,181	28,296	30,154	32,108	37,164	53
507.00	Dir Food Services	43,249	39,500	41,595	46,920	52,354	16
507.10	Assc Dir Food Serv	32,376	28,525	31,752	33,000	36,600	6
508.00	Dir Student Housing	38,654	32,000	34,980	41,196	50,767	44
508.10	Assc Dir Std Housing	31,850	25,008	31,148	33,017	35,831	17
508.20	Housing Off/Adm Opr	29,350	21,516	29,000	29,700	30,831	8
508.30	Housing Off/Res Life	26,546	21,864	25,710	27,810	35,100	28
509.00	Dir Union/Std Act	39,477	32,748	38,000	42,161	45,013	16
510.00	Dir Foreign Students	32,861	30,585	31,834	38,346	43,131	18
511.00	Dir Student Union	39,528	33,650	37,080	42,170	45,756	16
511.10	Assc Dir Std Union	34,272	26,767	31,671	37,620	41,000	9
512.00	Dir Std Activities	32,725	27,735	32,006	35,400	39,250	47
513.00	Dir Career Dev/Plcmt	37,152	33,900	35,800	41,616	50,901	71
514.00	Dir Std Counseling	42,700	36,117	40,800	44,825	50,000	49
514.10	Assc Dir Std Cnslg	33,197	28,108	31,416	37,900	44,545	15
515.00	Dir Std Hlth-Physicn	79,200	45,240	71,279	90,128	105,000	9
516.00	Dir Std Hlth-Nurse	32,739	26,462	30,094	35,132	43,141	50
517.00	Dir Campus Ministries	34,650	26,700	30,550	39,920	49,912	20
518.00	Dir Athletics	55,633	47,460	54,075	57,558	63,655	63
519.00	Dir Sports Info	27,760	23,748	26,300	28,186	29,861	51
520.00	Dir Athletics/Men	*	*	*	*	*	3
521.00	Dir Athletics/Women	36,884	31,986	35,530	38,238	48,057	8
522.00	Dir Campus Rec/Intmrl	33,664	27,040	31,825	36,597	48,841	33
523.00	Chief Enrollment Mgmt	60,000	52,369	55,697	63,000	69,238	22
524.00	Dir Minority Affairs	33,263	29,783	32,500	34,145	39,900	18
525.00	Dir Conferences	33,996	26,275	32,500	38,520	46,674	27

*3 cases or less

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TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $44.1 - $76 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	149,850	137,550	149,700	150,000	155,705	6
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO/Single Inst	113,486	103,000	108,569	118,450	133,125	76
102.10 Asst to CEO/Single	57,849	43,705	52,963	61,594	69,417	51
103.00 Exec Vice Pres	87,500	70,665	87,000	88,000	143,925	8
ACADEMIC						
201.00 Chief Acad Off	95,060	87,950	93,400	98,292	104,978	74
201.10 Assc Chief Acad Off	71,560	65,337	69,351	75,000	81,527	44
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	64,790	57,926	63,251	68,030	71,544	75
203.20 Acquistns Librarian	38,353	33,928	36,760	43,548	48,249	48
203.30 Chf Tech Serv Libn	42,664	35,111	40,439	44,868	48,689	47
203.40 Chf Public Serv Libn	40,250	32,121	38,238	44,200	49,743	34
203.50 Reference Librarian	36,150	31,130	35,343	39,218	47,338	65
203.60 Catalog Librarian	34,698	28,400	31,101	36,602	42,713	46
204.00 Dir Instit Research	52,209	44,295	48,811	54,363	64,760	48
204.10 Assc Dir Inst Res	36,750	29,000	36,720	39,000	48,420	13
205.00 Dir Educ Media Serv	45,698	35,000	39,984	49,414	58,585	44
206.00 Dir Learning Res Ctr	49,442	31,896	46,680	54,297	61,118	24
207.00 Dir Internatl Educ	56,986	41,690	43,008	57,504	62,000	22
207.10 Dir Internatl Std Ed	44,150	35,000	40,137	47,900	62,000	14
208.00 Dir Comp Ctr Opr/Acad	55,200	45,466	51,250	59,424	67,600	35
208.10 Assc Dir CC Opr/Acad	52,840	43,008	47,700	54,000	58,484	17
209.00 Dir Spons Res & Prog	53,951	42,000	48,885	56,315	62,970	38
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	72,262	61,930	69,414	75,000	77,368	14
213.00 Dean,Arts & Sciences	80,705	76,572	79,740	83,685	89,371	42
214.00 Dean,Business	87,947	77,112	85,000	90,324	98,670	64
215.00 Dean,Communications	75,197	72,450	74,270	76,124	76,293	4
216.00 Dean,Continuing Ed	70,300	58,776	65,369	73,044	76,125	27
218.00 Dean,Education	77,385	72,000	75,710	78,669	84,000	54
219.00 Dean,Engineering	85,000	73,400	83,400	86,107	96,000	13
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	75,087	68,000	73,950	76,116	81,850	16
223.00 Dean,Graduate Program	73,426	65,369	69,180	76,499	82,160	42
224.00 Dean,Hlth-Rltd Prof	74,928	71,900	74,856	75,000	86,749	8
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	72,800	63,605	70,380	73,470	80,204	9
228.00 Dean,Law	124,830	100,000	103,536	135,000	138,000	7
229.00 Dean,Lib & Inf Sci	71,987	69,422	70,974	73,000	75,115	6
230.00 Dean,Mathematics	66,278	54,502	66,000	66,555	89,577	4
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	78,052	70,000	74,600	81,503	88,692	6
233.00 Dean,Nursing	75,900	68,587	73,868	79,625	82,710	15
234.00 Dean,Occ Std/Voc Ed	79,307	73,757	77,046	81,501	87,155	10
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	75,600	63,744	74,781	76,700	80,320	21
238.00 Dean,Social Sciences	85,189	64,464	85,000	85,378	89,880	8
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	76,043	58,543	71,525	76,371	77,876	5
241.00 Dean,Undergrad Prog	71,760	46,590	63,173	75,130	93,250	5
243.00 Dir Continuing Educ	47,400	37,898	45,000	55,565	67,200	26
ADMINISTRATIVE						
301.00 Chief Business Off	90,000	81,672	88,020	95,154	104,271	61
301.01 Chief Admin Off	87,762	70,000	81,932	89,900	99,842	24
301.02 Chief Financial Off	76,280	65,369	71,011	80,315	87,951	34
301.10 Dir Env Health/Safety	43,760	37,429	40,000	44,720	48,664	26
301.20 Dir Telecommunic	47,514	35,523	42,113	48,234	55,345	35
302.00 Chief Planning Off	69,413	63,175	68,644	72,114	81,547	10
303.00 Chief Budgeting Off	52,000	44,310	49,000	53,000	66,200	39
303.10 Assc Budget Dir	42,130	29,957	40,800	45,000	50,253	11
304.00 Chief Plan-Budgt Off	66,736	44,575	57,048	67,754	70,987	5
305.00 General Counsel	65,742	54,294	64,068	68,142	78,983	10
305.10 Staff Attorney	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	55,000	45,424	52,460	57,185	63,265	73
306.10 Assc Dir Pers/HR	41,224	35,280	38,607	42,880	48,640	29
306.20 Manager Benefits	30,750	27,900	29,994	32,722	37,372	47
306.30 Manager Training-Dev	32,054	30,300	31,033	33,075	36,294	8
306.40 Manager Empl Relatns	36,770	29,556	34,399	37,065	42,080	5
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	33,360	26,780	30,484	34,707	36,396	27
306.70 Mgr Wage-Sal/Mgr Comp	29,474	22,763	28,812	30,000	39,949	13
306.80 Mgr Personnel Inf Sys	29,458	24,400	28,276	31,602	38,172	10
307.00 Dir AA/EEO	45,711	39,000	44,708	50,004	58,984	38
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	52,896	48,988	52,793	53,000	60,375	6
309.00 Chief Inform Sys Off	68,650	58,408	67,315	70,400	77,259	48
309.10 Assc Dir Computer Ctr	48,458	41,493	45,792	52,653	55,850	17
309.20 Data Base Admin	40,910	34,272	39,120	42,117	47,124	23
309.30 Sys Analyst-Hi	40,213	33,310	38,190	42,462	49,164	44
309.50 Prog Analyst-Hi	35,472	29,790	33,000	36,345	39,081	54
310.00 Dir Comp Ctr Opr/Adm	57,009	49,901	52,780	60,091	67,200	43
310.10 Assc Dir CC Opr/Adm	45,000	38,270	42,348	46,190	58,100	17
312.00 Chf Phys Plnt/Fac	61,955	55,000	59,500	67,000	74,000	76
312.10 Assc Dir Phys Plnt	45,160	40,167	43,624	47,519	51,635	45
312.20 Mgr Landscape/Grnds	33,511	29,005	32,192	34,992	39,504	52
312.30 Mgr Bldg Mnt Trades	38,807	32,240	37,000	39,330	42,973	42
312.40 Mgr Tech Trades	35,800	32,027	35,256	36,700	42,220	19
312.50 Mgr Custodial Srv	33,170	28,614	31,371	36,045	39,000	52

*3 cases or less

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $44.1 - $76 MILLION

CUPA 1994-95 ADCOMP SURVEY		Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.00	Mgr Power Plant	35,478	29,790	32,668	38,616	41,810	24
313.00	Comptroller	60,169	48,900	54,600	63,513	68,508	52
313.10	Manager Payroll	32,465	26,370	30,200	34,729	38,358	54
314.00	Dir Accounting	45,936	39,478	43,623	49,087	52,992	43
314.10	Staff Accountant-Hi	35,026	29,880	33,790	37,258	40,839	50
315.00	Bursar	39,498	34,744	37,485	43,199	49,288	42
315.10	Assc Bursar	35,103	28,812	29,600	35,384	35,500	11
316.00	Dir Purchasing	42,206	37,652	41,400	45,913	52,380	67
316.10	Assc Dir Purchasing	32,900	27,513	32,025	34,577	37,993	25
317.00	Dir Bookstore	40,721	33,234	38,965	42,219	46,185	35
317.10	Assc Dir Bookstore	31,575	22,200	27,624	33,365	35,280	14
318.00	Dir Internal Audit	44,388	36,276	41,591	45,588	49,400	27
319.00	Dir Aux Services	53,676	42,600	51,500	55,125	63,168	31
319.10	Mgr Mail Services	25,957	20,912	24,720	27,848	32,227	50
320.00	Dir Campus Security	43,000	36,107	40,715	48,233	52,830	75
321.00	Dir Risk Mgmt/Ins	42,663	32,000	40,163	44,750	48,500	9
EXTERNAL AFFAIRS							
401.00	Chief Developmnt Off	82,750	67,830	79,950	88,400	98,162	58
401.10	Dir Annual Giving	39,771	31,500	37,292	41,961	47,500	39
401.20	Dir Corp/Fndtn Rel	46,931	35,000	45,591	51,473	61,500	23
401.30	Coord Res Dev	32,549	27,905	30,000	34,064	40,035	17
401.40	Dir Planned Giving	51,845	42,642	50,138	56,650	69,000	26
402.00	Chf Public Rel Off	48,388	40,250	46,104	49,250	57,396	49
402.10	Dir Govt/Leg Rel	61,075	50,280	53,650	66,500	76,999	6
403.00	Chf Dev/Pub Rel Off	78,761	73,660	77,136	83,004	95,000	22
404.00	Dir Alumni Affairs	44,714	34,853	41,512	46,000	51,158	68
405.00	Dir Dev/Alumni Aff	53,574	43,334	49,472	57,430	61,533	10
406.00	Dir Major Gifts	52,004	39,919	49,985	54,050	64,935	15
407.00	Dir Church Relations	50,812	46,498	49,948	53,230	69,838	5
408.00	Dir Community Serv	35,770	27,938	33,000	40,705	53,000	11
409.00	Dir Publications	38,789	32,351	37,036	41,600	46,199	41
409.10	Assc Dir Publicatns	31,081	25,243	29,690	32,277	36,455	18
409.20	Mgr Printing Srv	34,116	29,105	32,050	36,519	43,277	47
410.00	Dir Info Office	44,254	33,743	39,178	48,000	57,676	26
411.00	Dir News Bureau	32,413	26,584	28,217	36,425	40,000	27
STUDENT SERVICES							
501.00	Chf Student Aff Off	80,171	72,523	78,000	81,853	90,175	76
501.10	Assc Chf Stud Aff Off	52,464	44,177	50,770	55,908	67,220	27
501.50	Dean of Students	52,276	46,550	50,000	55,106	63,504	43
502.00	Chief Admissions Off	55,200	47,845	51,964	58,212	63,823	57
502.10	Assc Dir Admissions	37,340	33,004	36,205	39,767	43,833	60
502.20	Admissions Counselor	24,533	22,041	23,637	25,418	31,907	63
502.30	Academic Advisor	31,070	24,857	30,000	34,022	44,651	34
503.00	Dir Adm & Registrar	54,055	49,061	53,030	55,080	63,960	8
504.00	Registrar	52,121	42,700	50,140	54,820	60,813	64
504.10	Assc Registrar	38,073	31,639	37,126	40,098	49,396	35
504.20	Asst Registrar	30,500	26,411	29,116	31,722	34,874	35
505.00	Dir Adm/Fin Aid	73,683	53,000	73,220	74,146	87,556	8
506.00	Dir Student Fin Aid	49,056	44,481	47,500	51,322	57,500	79
506.10	Assc Dir Std Fin Aid	34,980	30,777	33,665	36,943	40,726	56
507.00	Dir Food Services	47,319	40,500	44,400	49,100	52,000	22
507.10	Assc Dir Food Serv	34,812	27,560	34,266	43,857	48,332	9
508.00	Dir Student Housing	43,760	35,280	41,400	47,660	56,820	59
508.10	Assc Dir Std Housing	32,930	27,000	30,010	34,405	43,636	32
508.20	Housing Off/Adm Opr	34,170	26,976	29,215	35,207	49,938	12
508.30	Housing Off/Res Life	31,587	25,536	30,485	33,100	42,500	28
509.00	Dir Union/Std Act	44,772	35,992	39,789	46,640	58,404	22
510.00	Dir Foreign Students	36,000	27,737	34,587	37,400	42,962	23
511.00	Dir Student Union	48,332	40,000	44,973	54,912	59,011	34
511.10	Assc Dir Std Union	32,760	29,002	31,524	34,106	44,306	19
512.00	Dir Std Activities	35,700	29,636	33,000	37,093	42,960	52
513.00	Dir Career Dev/Plcmt	42,851	36,448	40,590	45,975	51,689	75
514.00	Dir Std Counseling	50,454	40,320	46,972	53,536	57,100	61
514.10	Assc Dir Std Cnslg	38,497	32,608	37,500	39,440	53,150	18
515.00	Dir Std Hlth-Physicn	75,349	43,500	68,764	78,289	89,295	24
516.00	Dir Std Hlth-Nurse	39,229	31,278	34,282	41,263	45,391	50
517.00	Dir Campus Ministries	40,170	32,914	38,414	41,000	48,700	23
518.00	Dir Athletics	64,028	55,884	61,158	65,909	74,334	70
519.00	Dir Sports Info	32,046	27,300	30,000	34,620	38,900	67
520.00	Dir Athletics/Men	35,732	35,200	35,616	40,210	57,987	5
521.00	Dir Athletics/Women	42,345	37,449	41,716	42,993	48,881	15
522.00	Dir Campus Rec/Intmrl	35,630	28,797	34,400	39,000	43,492	41
523.00	Chief Enrollment Mgmt	66,203	60,723	65,876	70,266	80,031	23
524.00	Dir Minority Affairs	39,851	32,000	36,680	43,613	48,565	39
525.00	Dir Conferences	33,010	29,524	32,500	35,000	45,000	21

*3 cases or less

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $76 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	147,564	128,830	139,050	156,077	200,000	8
101.10 Asst to CEO/System	64,102	54,500	58,996	73,208	75,000	4
102.00 CEO/Single Inst	129,915	107,096	125,000	135,275	169,404	69
102.10 Asst to CEO/Single	64,068	48,410	62,244	67,536	78,520	48
103.00 Exec Vice Pres	96,860	81,228	95,505	103,225	114,960	14
ACADEMIC						
201.00 Chief Acad Off	110,989	92,700	106,080	114,708	125,000	74
201.10 Assc Chief Acad Off	77,130	69,050	75,184	79,600	88,750	46
202.00 Chf Hlth Prof Off	112,224	84,779	96,948	127,500	203,000	8
203.00 Dir Library Serv	71,850	65,000	70,000	75,000	81,235	64
203.20 Acquistns Librarian	40,406	30,072	36,674	42,770	51,725	42
203.30 Chf Tech Serv Librn	49,844	38,158	47,908	50,981	56,753	46
203.40 Chf Public Serv Librn	46,135	38,000	43,848	49,600	54,635	42
203.50 Reference Librarian	39,870	34,400	37,069	41,580	47,030	51
203.60 Catalog Librarian	38,949	32,874	35,500	40,444	44,700	37
204.00 Dir Instit Research	55,865	43,600	52,251	57,300	71,600	57
204.10 Assc Dir Inst Res	39,865	36,320	39,058	42,250	48,409	15
205.00 Dir Educ Media Serv	46,211	39,458	43,488	51,000	57,156	43
206.00 Dir Learning Res Ctr	45,457	35,001	42,100	46,563	53,508	23
207.00 Dir Internatl Educ	53,000	38,000	51,775	55,650	68,006	18
207.10 Dir Internatl Std Ed	47,492	39,313	41,876	59,114	67,165	20
208.00 Dir Comp Ctr Opr/Acad	60,643	48,260	58,792	61,700	67,905	33
208.10 Assc Dir CC Opr/Acad	50,520	39,136	45,944	54,750	64,452	14
209.00 Dir Spons Res & Prog	55,644	40,750	52,125	61,800	69,541	54
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	76,252	61,730	74,316	78,189	97,668	6
212.00 Dean,Arts & Letters	85,783	71,983	83,095	91,866	96,729	15
213.00 Dean,Arts & Sciences	87,625	78,370	84,727	90,400	102,100	48
214.00 Dean,Business	94,980	84,670	90,000	101,004	117,419	73
215.00 Dean,Communications	75,316	70,834	75,158	85,258	96,854	5
216.00 Dean,Continuing Ed	78,746	62,232	75,500	80,472	86,000	32
217.00 Dean,Dentistry	124,920	57,708	117,840	132,000	139,819	4
218.00 Dean,Education	85,614	76,000	82,400	87,288	95,000	56
219.00 Dean,Engineering	101,604	83,000	100,, 00	103,480	118,490	33
221.00 Dean,Extension	83,200	61,750	75,400	84,446	90,726	5
222.00 Dean,Fine Arts	81,080	71,251	80,770	83,840	95,590	19
223.00 Dean,Graduate Programs	80,304	71,689	78,461	83,888	92,850	30
224.00 Dean,Hlth-Rltd Prof	86,750	79,166	84,200	91,678	97,740	26
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	84,788	75,000	83,103	87,334	92,000	13
228.00 Dean,Law	140,000	114,790	132,000	163,882	172,083	23
229.00 Dean,Lib & Inf Sci	77,500	63,221	70,763	77,560	89,602	13
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	195,091	174,334	192,000	199,500	203,000	7
232.00 Dean,Music	77,420	77,108	77,368	78,710	81,250	5
233.00 Dean,Nursing	86,733	75,000	80,900	88,750	96,600	24
234.00 Dean,Occ Std/Voc Ed	74,921	65,300	72,010	77,768	84,530	11
235.00 Dean,Pharmacy	100,506	72,564	96,013	105,000	106,575	8
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	91,643	76,336	85,000	94,000	102,152	26
238.00 Dean,Social Sciences	81,160	72,120	78,400	90,000	95,796	14
239.00 Dean,Social Work	80,000	72,374	77,500	83,500	100,925	5
240.00 Dean,Special Programs	78,951	52,230	53,500	79,038	80,000	7
241.00 Dean,Undergrad Prog	83,730	68,170	74,717	89,778	98,559	10
243.00 Dir Continuing Educ	56,134	47,840	54,220	59,807	70,700	27
ADMINISTRATIVE						
301.00 Chief Business Off	98,230	87,000	95,014	107,496	120,000	60
301.01 Chief Admin Off	82,567	70,380	77,952	90,551	99,000	17
301.02 Chief Financial Off	78,909	65,150	74,760	84,930	100,300	45
301.10 Dir Env Health/Safety	46,404	37,120	43,735	49,008	59,076	31
301.20 Dir Telecommunic	49,885	42,456	46,840	50,884	59,757	50
302.00 Chief Planning Off	74,529	57,000	72,005	79,400	102,974	16
303.00 Chief Budgeting Off	59,200	50,197	56,750	62,682	75,222	46
303.10 Assc Budget Dir	44,148	37,649	41,018	48,500	60,000	29
304.00 Chief Plan-Budgt Off	74,700	68,100	73,261	75,257	82,301	11
305.00 General Counsel	76,000	66,780	71,000	80,336	91,106	32
305.10 Staff Attorney	50,000	30,450	44,290	54,000	60,700	9
306.00 Chf Personnel/HR Off	66,103	55,378	63,100	68,992	79,428	74
306.10 Assc Dir Pers/HR	45,700	39,198	43,968	47,127	51,475	45
306.20 Manager Benefits	39,600	28,840	36,439	41,000	47,196	53
306.30 Manager Training-Dev	34,850	28,715	33,666	36,500	40,294	25
306.40 Manager Empl Relatns	39,474	30,000	37,456	42,432	51,310	13
306.50 Manager Labor Rel	58,234	41,600	55,100	61,367	76,310	4
306.60 Manager Employment	33,500	26,775	32,096	34,885	42,875	35
306.70 Mgr Wage-Sal/Mgr Comp	37,294	30,900	36,118	39,250	50,629	24
306.80 Mgr Personnel Inf Sys	39,337	31,140	33,740	41,130	47,618	17
307.00 Dir AA/EEO	53,578	45,000	49,750	57,220	64,095	45
307.10 Assc Dir AA/EEO	33,675	29,637	31,775	36,278	45,775	10
308.00 Dir Pers/AA	65,976	60,200	63,000	68,952	69,152	6
309.00 Chief Inform Sys Off	75,410	66,000	70,100	78,800	90,000	64
309.10 Assc Dir Computer Ctr	53,158	49,460	52,196	58,056	64,554	22
309.20 Data Base Admin	46,364	38,702	41,942	51,128	57,150	32
309.30 Sys Analyst-Hi	45,000	37,913	43,424	46,482	51,844	51
309.50 Prog Analyst-Hi	39,890	31,861	36,132	41,400	45,682	59
310.00 Dir Comp Ctr Opr/Adm	65,000	56,200	62,700	66,967	72,996	37
310.10 Assc Dir CC Opr/Adm	50,675	44,600	49,512	51,294	62,628	24
312.00 Chf Phys Plnt/Fac	66,780	57,900	65,000	68,952	81,396	73
312.10 Assc Dir Phys Plnt	53,560	47,040	50,000	56,961	60,415	37
312.20 Mgr Landscape/Grnds	37,408	33,756	36,350	41,375	45,090	56

*3 cases or less

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $76 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
312.30 Mgr Bldg Mnt Trades	41,320	35,659	38,382	42,906	49,212	50
312.40 Mgr Tech Trades	44,302	36,039	42,782	46,400	53,944	24
312.50 Mgr Custodial Srv	37,777	31,474	36,437	39,059	45,535	52
312.60 Mgr Power Plant	41,336	37,301	40,425	44,312	50,319	40
313.00 Comptroller	65,340	55,878	62,200	66,537	80,974	48
313.10 Manager Payroll	36,254	29,894	34,380	38,146	47,004	68
314.00 Dir Accounting	50,562	41,404	48,635	52,500	58,439	56
314.10 Staff Accountant-Hi	33,777	28,440	32,000	36,057	41,552	59
315.00 Bursar	46,996	36,455	42,150	48,602	54,264	45
315.10 Assc Bursar	35,135	27,384	35,000	35,776	37,904	13
316.00 Dir Purchasing	50,069	42,453	46,770	52,524	57,940	67
316.10 Assc Dir Purchasing	35,032	30,614	33,100	37,670	44,145	27
317.00 Dir Bookstore	47,000	39,179	44,326	49,377	53,005	35
317.10 Assc Dir Bookstore	31,768	27,084	29,545	32,649	37,056	18
318.00 Dir Internal Audit	48,170	41,659	46,010	53,500	62,400	49
319.00 Dir Aux Services	58,563	52,284	56,717	63,824	68,500	41
319.10 Mgr Mail Services	30,360	25,600	27,141	32,100	34,500	52
320.00 Dir Campus Security	53,040	45,523	49,136	55,425	60,978	75
321.00 Dir Risk Mgmt/Ins	50,176	35,966	46,508	55,080	67,152	15
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Development Off	87,650	72,963	84,000	93,500	110,000	56
401.10 Dir Annual Giving	42,173	35,133	40,000	46,400	56,700	42
401.20 Dir Corp/Fndtn Rel	53,885	45,760	50,365	58,100	64,770	34
401.30 Coord Res Dev	35,362	27,164	35,100	36,534	48,960	18
401.40 Dir Planned Giving	50,508	42,000	47,500	56,260	65,835	29
402.00 Chf Public Rel Off	64,592	53,182	58,300	66,360	71,500	44
402.10 Dir Govt/Leg Rel	66,000	60,292	64,203	68,444	83,090	15
403.00 Chf Dev/Pub Rel Off	92,000	75,768	91,300	95,275	115,000	23
404.00 Dir Alumni Affairs	47,100	38,860	44,486	49,000	55,608	66
405.00 Dir Dev/Alumni Aff	54,130	49,205	51,730	57,778	73,959	10
406.00 Dir Major Gifts	56,543	40,905	50,403	60,201	73,395	20
407.00 Dir Church Relations	71,075	66,603	67,650	74,500	76,000	6
408.00 Dir Community Serv	50,996	33,059	45,150	56,842	63,860	4
409.00 Dir Publications	44,112	36,913	42,235	45,451	53,891	46
409.10 Assc Dir Publicatns	39,282	30,890	32,930	41,481	43,689	12
409.20 Mgr Printing Srv	36,397	31,637	35,224	38,615	43,000	47
410.00 Dir Info Office	47,599	39,051	46,028	50,776	58,284	90
411.00 Dir News Bureau	38,080	30,469	35,676	41,333	46,640	29
STUDENT SERVICES						
501.00 Chf Student Aff Off	85,570	76,500	83,338	88,500	100,500	71
501.10 Assc Chf Stud Aff Off	58,750	52,500	56,652	63,135	77,159	28
501.50 Dean of Students	59,414	52,319	58,667	62,028	73,079	34
502.00 Chief Admissions Off	58,298	48,356	55,080	66,175	71,573	57
502.10 Assc Dir Admissions	38,700	32,899	37,103	42,000	49,505	59
502.20 Admissions Counselor	25,632	21,703	24,274	27,594	30,120	55
502.30 Academic Advisor	27,792	24,000	26,881	28,338	32,364	28
503.00 Dir Adm & Registrar	64,884	57,000	64,000	70,500	72,100	9
504.00 Registrar	55,818	46,000	53,000	57,339	63,000	67
504.10 Assc Registrar	41,350	31,099	39,078	43,300	45,504	37
504.20 Asst Registrar	33,325	26,417	31,563	35,109	40,173	40
505.00 Dir Adm/Fin Aid	70,350	54,000	69,139	79,500	84,936	9
506.00 Dir Student Fin Aid	54,001	47,900	52,626	55,830	65,477	74
506.10 Assc Dir Std Fin Aid	37,878	33,500	36,150	40,500	45,000	56
507.00 Dir Food Services	45,643	41,163	44,314	49,523	60,045	20
507.10 Assc Dir Food Serv	47,587	38,880	43,002	47,645	53,000	11
508.00 Dir Student Housing	48,900	40,500	46,534	51,163	58,226	61
508.10 Assc Dir Std Housing	35,424	30,517	34,434	37,030	41,163	35
508.20 Housing Off/Adm Opr	35,083	26,800	32,010	39,321	41,533	23
508.30 Housing Off/Res Life	34,012	23,000	29,725	40,360	44,473	36
509.00 Dir Union/Std Act	48,710	40,177	44,000	50,000	52,560	21
510.00 Dir Foreign Students	36,914	31,827	34,650	38,636	48,410	26
511.00 Dir Student Union	46,412	37,000	45,030	48,789	60,154	29
511.10 Assc Dir Std Union	35,517	28,325	34,675	41,028	46,900	19
512.00 Dir Std Activities	40,487	33,645	39,280	44,345	52,804	48
513.00 Dir Career Dev/Plcmt	49,062	42,150	46,816	51,500	56,352	72
514.00 Dir Std Counseling	54,500	44,016	52,075	56,792	66,160	65
514.10 Assc Dir Std Cnslg	41,188	35,490	38,815	43,892	46,344	22
515.00 Dir Std Hlth-Physicn	84,003	70,100	82,661	90,000	101,000	33
516.00 Dir Std Hlth-Nurse	40,164	35,700	39,000	42,435	51,504	33
517.00 Dir Campus Ministries	48,065	37,946	44,000	48,500	52,275	16
518.00 Dir Athletics	77,719	64,696	73,310	82,368	91,956	72
519.00 Dir Sports Info	34,580	29,664	33,446	36,953	39,427	73
520.00 Dir Athletics/Men	68,075	61,600	66,226	69,924	70,000	6
521.00 Dir Athletics/Women	55,984	48,546	51,500	61,164	65,000	16
522.00 Dir Campus Rec/Intrmrl	39,968	34,776	37,505	44,407	52,240	52
523.00 Chief Enrollment Mgmt	75,085	58,115	68,946	78,000	85,000	19
524.00 Dir Minority Affairs	49,758	31,050	44,462	54,000	60,994	38
525.00 Dir Conferences	41,540	35,370	40,742	43,000	51,177	23

*3 cases or less

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $11.7 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	93,500	72,000	80,640	106,000	120,000	12
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO/Single Inst	83,640	70,000	78,795	88,000	100,000	89
102.10 Asst to CEO/Single	27,209	22,582	25,500	30,589	37,697	30
103.00 Exec Vice Pres	62,820	50,000	58,883	64,896	72,850	14
ACADEMIC						
201.00 Chief Acad Off	57,300	45,750	53,396	61,800	68,200	95
201.10 Assc Chief Acad Off	43,463	37,040	42,515	48,500	52,000	16
203.00 Dir Library Serv	35,200	27,964	32,780	35,940	40,020	91
203.20 Acquistns Librarian	21,357	16,400	20,200	23,050	28,000	17
203.30 Chf Tech Serv Librn	25,367	21,700	24,437	27,560	31,200	36
203.40 Chf Public Serv Librn	24,742	21,000	24,000	26,300	30,330	16
203.50 Reference Librarian	26,072	19,425	24,480	26,875	28,000	42
203.60 Catalog Librarian	25,370	18,612	19,552	25,480	27,400	7
204.00 Dir Instit Research	34,125	27,100	32,712	35,000	57,240	18
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	24,100	20,324	22,065	29,800	35,540	17
206.00 Dir Learning Res Ctr	26,743	21,000	26,000	31,058	33,900	24
207.00 Dir Internatl Educ	*	*	*	*	*	1
207.10 Dir Internatl Std Ed	38,008	28,000	29,815	46,200	56,400	4
208.00 Dir Comp Ctr Opr/Acad	32,894	30,000	32,000	37,000	48,400	18
208.10 Assc Dir CC Opr/Acad	23,300	21,000	22,650	29,600	41,450	5
209.00 Dir Spons Res & Prog	28,815	25,621	27,758	29,872	55,000	4
212.00 Dean,Arts & Letters	*	*	*	*	*	2
213.00 Dean,Arts & Sciences	47,500	39,415	45,150	51,650	60,396	9
214.00 Dean,Business	44,099	36,500	43,000	47,840	53,500	21
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	40,978	26,780	28,325	44,074	53,780	7
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	39,419	35,000	38,000	40,408	50,000	22
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	36,200	29,322	33,100	42,280	48,536	5
223.00 Dean,Graduate Program	44,800	30,000	44,000	45,600	71,500	8
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	1
226.00 Dean,Humanities	40,745	32,854	38,272	42,899	46,032	15
228.00 Dean,Law	*	*	*	*	*	2
230.00 Dean,Mathematics	37,099	27,371	36,000	38,198	38,350	4
232.00 Dean,Music	34,441	30,818	31,057	37,825	45,266	4
233.00 Dean,Nursing	50,408	42,615	48,050	53,000	59,440	16
237.00 Dean,Sciences	45,424	34,650	42,265	47,741	52,894	14
238.00 Dean,Social Sciences	43,700	39,037	41,250	49,170	53,500	14
239.00 Dean,Social Work	38,883	33,999	37,041	40,191	44,875	5
240.00 Dean,Special Programs	23,220	17,313	19,440	27,000	55,216	4
241.00 Dean,Undergrad Prog	*	*	*	*	*	3
243.00 Dir Continuing Educ	34,051	30,000	33,027	35,220	43,480	18
ADMINISTRATIVE						
301.00 Chief Business Off	50,000	40,000	46,750	55,000	64,500	87
301.01 Chief Admin Off	59,740	46,008	52,434	60,300	70,801	9
301.02 Chief Financial Off	47,250	36,700	44,000	52,380	58,693	18
301.10 Dir Env Health/Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	*	*	*	*	*	1
302.00 Chief Planning Off	44,300	27,930	37,300	46,405	49,355	5
303.00 Chief Budgeting Off	*	*	*	*	*	1
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	30,000	22,850	28,094	31,750	45,025	25
306.10 Assc Dir Pers/HR	28,873	21,200	26,289	30,680	33,600	7
306.30 Manager Training-Dev	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	23,970	17,304	22,440	25,500	31,850	6
309.00 Chief Inform Sys Off	37,195	28,094	34,407	39,057	43,800	25
309.10 Assc Dir Computer Ctr	37,147	20,700	36,450	37,845	60,420	4
309.20 Data Base Admin	25,784	23,025	25,680	26,797	38,105	5
309.30 Sys Analyst-Hi	27,666	24,283	26,313	29,083	33,750	5
309.50 Prog Analyst-Hi	24,840	20,806	24,810	27,000	36,860	13
310.00 Dir Comp Ctr Opr/Adm	33,000	30,750	31,600	34,700	39,880	25
310.10 Assc Dir CC Opr/Adm	27,171	24,000	25,872	28,485	35,963	12
312.00 Chf Phys Plnt/Fac	35,200	29,281	33,812	37,000	40,328	61
312.10 Assc Dir Phys Plnt	26,406	20,750	23,890	28,450	35,100	26
312.20 Mgr Landscape/Grnds	22,000	16,972	21,320	22,508	31,827	13
312.30 Mgr Bldg Mnt Trades	24,208	20,200	24,000	24,415	28,200	8
312.40 Mgr Tech Trades	*	*	*	*	*	3
312.50 Mgr Custodial Srv	22,885	18,325	19,750	25,000	27,500	22
312.60 Mgr Power Plant	24,511	23,380	23,662	25,360	37,229	6
313.00 Comptroller	33,506	30,080	32,779	35,700	42,000	41
313.10 Manager Payroll	21,850	18,780	21,356	25,000	27,000	11
314.00 Dir Accounting	26,289	22,690	24,637	29,456	35,384	15
314.10 Staff Accountant-Hi	22,500	19,835	21,682	24,000	27,840	31
315.00 Bursar	21,000	17,921	19,980	24,827	36,129	17
315.10 Assc Bursar	*	*	*	*	*	3
316.00 Dir Purchasing	25,500	19,305	25,000	26,000	47,250	11
316.10 Assc Dir Purchasing	*	*	*	*	*	2
317.00 Dir Bookstore	21,148	17,000	19,500	24,121	28,294	52
317.10 Assc Dir Bookstore	16,125	13,550	16,000	16,250	22,000	8
318.00 Dir Internal Audit	*	*	*	*	*	2
319.00 Dir Aux Services	36,068	17,500	20,635	51,500	61,900	4
319.10 Mgr Mail Services	17,592	15,600	16,500	18,500	22,400	22
320.00 Dir Campus Security	20,761	17,500	20,000	22,150	27,300	28

*3 cases or less

BEST COPY AVAILABLE

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $11.7 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXTERNAL AFFAIRS						
401.00 Chief Development Off	48,333	40,079	45,320	51,000	60,600	64
401.10 Dir Annual Giving	33,000	25,000	30,000	35,000	39,000	34
401.20 Dir Corp/Fndtn Rel	32,000	24,750	29,522	37,000	39,280	9
401.30 Coord Res Dev	22,500	19,300	21,493	23,000	26,000	11
401.40 Dir Planned Giving	37,875	31,500	35,430	40,671	54,020	11
402.00 Chf Public Rel Off	29,200	24,900	27,000	30,000	35,960	41
402.10 Dir Govt/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	56,980	52,556	53,960	60,000	63,500	6
404.00 Dir Alumni Affairs	27,700	22,920	25,600	29,700	33,500	44
405.00 Dir Dev/Alumni Aff	32,913	30,000	31,827	34,000	38,809	6
406.00 Dir Major Gifts	30,000	28,392	29,892	31,965	34,786	5
407.00 Dir Church Relations	30,000	19,975	27,535	31,501	39,539	15
408.00 Dir Community Serv	30,828	20,500	28,414	31,140	40,716	5
409.00 Dir Publications	27,705	22,000	24,900	28,000	32,350	23
409.10 Assc Dir Publicatns	24,720	17,505	18,400	27,500	34,500	7
409.20 Mgr Printing Srv	18,600	17,334	18,000	20,000	22,500	11
410.00 Dir Info Office	29,968	25,000	29,500	31,836	33,750	16
STUDENT SERVICES						
501.00 Chf Student Aff Off	45,875	35,681	43,500	47,410	54,000	76
501.10 Assc Chf Stud Aff Off	30,900	23,500	29,619	31,950	40,500	11
501.50 Dean of Students	36,269	26,394	32,196	37,999	47,500	24
502.00 Chief Admissions Off	37,000	29,752	33,891	39,570	44,415	65
502.10 Assc Dir Admissions	25,434	21,500	25,000	27,200	31,810	43
502.20 Admissions Counselor	19,780	17,938	18,914	21,000	23,755	64
502.30 Academic Advisor	27,705	23,217	27,459	28,721	31,036	15
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	31,570	25,971	29,854	33,150	36,668	85
504.10 Assc Registrar	26,189	21,500	23,816	30,000	31,747	12
504.20 Asst Registrar	19,599	14,970	17,326	20,611	21,805	30
505.00 Dir Adm/Fin Aid	42,475	25,333	39,686	46,215	52,000	14
506.00 Dir Student Fin Aid	29,519	24,500	27,100	31,162	33,990	83
506.10 Assc Dir Std Fin Aid	22,323	18,400	21,646	23,380	27,311	34
507.00 Dir Food Services	29,200	25,015	27,999	31,434	37,312	19
507.10 Assc Dir Food Serv	19,303	17,540	19,000	20,493	27,085	7
508.00 Dir Student Housing	23,091	19,240	22,279	24,000	29,000	23
508.10 Assc Dir Std Housing	*	*	*	*	*	3
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	20,250	14,559	18,000	22,000	25,948	24
509.00 Dir Union/Std Act	24,334	22,000	24,000	24,667	33,500	4
510.00 Dir Foreign Students	24,325	18,684	23,650	25,000	32,270	4
511.00 Dir Student Union	*	*	*	*	*	3
512.00 Dir Std Activities	22,485	19,078	21,480	24,000	28,000	41
513.00 Dir Career Dev/Plcmt	26,000	22,012	25,513	27,500	31,980	49
514.00 Dir Std Counseling	30,008	26,000	29,530	31,500	35,500	34
514.10 Assc Dir Std Cnslg	24,570	21,692	23,581	24,808	25,556	10
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	3
516.00 Dir Std Hlth-Nurse	20,300	14,400	18,262	26,366	28,700	42
517.00 Dir Campus Ministries	27,347	22,500	24,037	28,926	35,800	32
518.00 Dir Athletics	34,795	28,000	33,564	37,000	41,500	59
519.00 Dir Sports Info	18,500	12,900	16,500	21,000	24,085	17
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	*	*	*	*	*	3
522.00 Dir Campus Rec/Intrmrl	20,423	16,420	18,000	20,600	23,400	13
523.00 Chief Enrollment Mgmt	46,555	38,897	46,000	48,000	60,000	14
524.00 Dir Minority Affairs	*	*	*	*	*	2
525.00 Dir Conferences	27,856	22,150	26,800	29,151	40,000	11

* 3 cases or less

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $11.7 - $18 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	90,000	88,300	89,800	98,000	107,780	5
101.10 Asst to CEO/System	*	*	*	*	*	2
102.00 CEO/Single Inst	100,000	82,400	92,700	105,000	116,500	94
102.10 Asst to CEO/Single	34,000	27,810	31,568	37,000	44,174	37
103.00 Exec Vice Pres	71,000	51,733	64,450	77,762	83,039	15
ACADEMIC						
201.00 Chief Acad Off	68,225	58,737	64,832	72,500	78,000	97
201.10 Assc Chief Acad Off	46,149	40,000	45,014	47,199	55,350	22
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	40,668	34,252	39,765	41,877	46,650	99
203.20 Acquistns Librarian	25,875	21,319	24,255	26,968	31,773	33
203.30 Chf Tech Serv Libn	28,629	23,902	27,106	29,803	32,498	55
203.40 Chf Public Serv Libn	28,191	25,432	27,942	30,428	33,658	36
203.50 Reference Librarian	26,733	24,207	25,970	28,800	34,280	54
203.60 Catalog Librarian	27,000	23,250	25,336	30,454	33,457	25
204.00 Dir Instnl Research	39,088	32,219	34,567	40,052	49,816	22
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	27,741	22,601	26,249	28,709	34,043	35
206.00 Dir Learning Res Ctr	31,585	24,848	26,918	35,622	38,946	35
207.00 Dir Internatl Educ	34,969	32,000	34,277	41,644	48,030	7
207.10 Dir Internatl Std Ed	35,110	31,100	33,155	35,605	44,600	5
208.00 Dir Comp Ctr Ope/Acad	36,869	28,626	33,285	38,110	43,821	39
208.10 Assc Dir CC Ope/Acad	31,415	24,500	30,195	33,225	37,480	11
209.00 Dir Spons Res & Prog	33,000	27,500	32,413	34,278	44,505	13
210.00 Dean,Architecture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	53,040	44,732	49,000	60,000	63,007	12
214.00 Dean,Business	54,709	40,511	52,000	59,473	68,512	27
215.00 Dean,Communications	50,000	35,700	46,200	57,400	67,044	5
216.00 Dean,Continuing Ed	42,300	35,912	38,813	45,000	55,094	18
218.00 Dean,Education	50,664	40,600	48,295	51,936	58,000	21
219.00 Dean,Engineering	*	*	*	*	*	1
222.00 Dean,Fine Arts	45,737	37,509	42,764	48,710	51,022	8
223.00 Dean,Graduate Program	53,645	37,000	43,800	55,916	60,000	19
224.00 Dean,Hlth-Rltd Prof	49,800	45,437	48,838	53,792	60,092	5
226.00 Dean,Humanities	46,000	37,050	43,886	46,205	48,336	9
228.00 Dean,Law	*	*	*	*	*	1
230.00 Dean,Mathematics	40,648	31,862	36,700	44,597	47,849	4
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	54,460	48,536	50,000	56,345	60,325	12
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
237.00 Dean,Sciences	44,319	40,997	43,045	46,205	54,684	12
238.00 Dean,Social Sciences	40,804	35,479	37,643	41,500	50,370	11
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	49,647	37,394	47,000	52,293	61,800	6
241.00 Dean,Undergrad Prog	43,248	39,800	41,496	45,000	49,275	6
244.00 Dir Continuing Educ	36,356	30,285	35,033	37,104	45,900	21
ADMINISTRATIVE						
301.00 Chief Business Off	64,299	56,380	60,775	68,000	74,600	91
301.01 Chief Admin Off	61,500	56,589	59,000	63,630	66,700	9
301.02 Chief Financial Off	46,890	39,000	44,100	49,750	61,861	19
301.10 Dir Env Health/Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	23,340	18,408	21,974	25,235	32,280	7
302.00 Chief Planning Off	48,957	42,000	48,000	49,914	57,392	4
303.00 Chief Budgeting Off	43,372	24,723	37,887	48,857	53,058	4
303.10 Assc Budget Dir	30,000	29,314	29,800	31,218	33,218	5
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	*	*	*	*	*	1
305.10 Staff Attorney	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	35,968	30,000	33,698	37,000	42,848	46
306.10 Assc Dir Pers/HR	31,500	24,622	26,000	32,000	36,322	9
306.20 Manager Benefits	23,316	16,650	22,932	23,700	25,135	6
306.70 Mgr Wage-Sal/Mgr Comp	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers/AA	29,754	23,170	26,499	32,240	34,000	12
309.00 Chief Inform Sys Off	44,916	39,825	42,500	48,050	53,000	42
309.10 Assc Dir Computer Ctr	25,875	21,000	23,745	33,738	38,566	13
309.20 Data Base Admin	24,543	21,000	22,386	26,700	35,251	8
309.30 Sys Analyst-Hi	28,400	24,000	26,522	29,415	35,881	16
309.50 Prog Analyst-Hi	27,408	24,072	27,000	28,650	32,093	18
310.00 Dir Comp Ctr Ope/Adm	36,822	30,445	35,837	39,249	44,925	45
310.10 Assc Dir CC Ope/Adm	27,365	23,570	26,675	28,591	32,663	23
312.00 Chf Phys Plnt/Fac	40,875	35,350	38,578	42,313	49,000	71
312.10 Assc Dir Phys Plnt	31,542	28,273	30,000	34,267	39,700	24
312.20 Mgr Landscape/Grnds	25,000	21,516	24,100	26,508	31,600	31
312.30 Mgr Bldg Mnt Trades	28,935	25,834	26,728	31,089	36,000	22
312.40 Mgr Tech Trades	31,281	26,095	31,145	31,417	36,000	8
312.50 Mgr Custodial Srv	25,000	19,800	22,495	25,764	29,769	39
312.60 Mgr Power Plant	*	*	*	*	*	3
313.00 Comptroller	39,989	34,408	38,176	41,400	46,000	55
313.10 Manager Payroll	23,100	20,176	22,800	23,773	27,097	31
314.00 Dir Accounting	33,812	29,497	31,500	34,260	38,400	18
314.10 Staff Accountant-Hi	24,737	21,694	24,185	26,884	29,500	32
315.00 Bursar	27,621	25,012	26,500	28,350	30,000	16
315.10 Assc Bursar	20,606	17,880	20,550	22,000	25,410	9
316.00 Dir Purchasing	28,000	22,000	25,956	30,000	30,960	16
316.10 Assc Dir Purchasing	*	*	*	*	*	3
317.00 Dir Bookstore	25,364	20,454	24,460	26,070	30,269	58

*3 cases or less

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TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $11.7 - $18 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
317.10 Assc Dir Bookstore	16,437	14,549	15,785	16,935	18,906	10
318.00 Dir Internal Audit	*	*	*	*	*	2
319.00 Dir Aux Services	33,725	27,000	33,217	34,023	38,700	14
319.10 Mgr Mail Services	17,601	15,000	16,800	18,436	19,500	43
320.00 Dir Campus Security	26,765	21,900	24,000	27,880	31,150	56
321.00 Dir Risk Mgmt/Ins	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Development Off	60,887	50,000	59,000	67,500	75,000	88
401.10 Dir Annual Giving	33,307	28,100	32,000	35,000	39,253	56
401.20 Dir Corp/Fndtn Rel	35,000	26,523	31,000	35,175	40,000	33
401.30 Coord Res Dev	27,000	24,700	26,878	30,500	32,493	21
401.40 Dir Planned Giving	39,132	33,600	36,501	42,500	50,000	32
402.00 Chf Public Rel Off	36,375	30,260	33,600	39,500	43,300	56
402.10 Dir Govt/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	55,921	29,704	53,028	56,111	73,000	12
404.00 Dir Alumni Affairs	30,997	26,342	29,000	33,000	35,828	78
405.00 Dir Dev/Alumni Aff	34,500	31,000	33,000	35,700	41,070	14
406.00 Dir Major Gifts	37,081	29,500	34,850	38,286	43,470	14
407.00 Dir Church Relations	30,900	22,844	28,284	32,963	41,551	20
408.00 Dir Community Serv	29,256	23,920	26,455	32,500	38,500	11
409.00 Dir Publications	28,453	22,950	26,572	29,805	32,000	30
409.10 Assc Dir Publicatns	22,424	18,460	20,263	23,400	29,350	11
409.20 Mgr Printing Srv	20,811	17,232	19,200	22,904	27,665	24
410.00 Dir Info Office	33,258	26,760	30,180	36,385	41,879	27
411.00 Dir News Bureau	23,709	19,610	23,541	25,000	26,069	16
STUDENT SERVICES						
501.00 Chf Student Aff Off	51,161	45,021	49,657	53,787	61,600	80
501.10 Assc Chf Stud Aff Off	34,445	29,328	33,690	36,000	36,500	12
501.50 Dean of Students	40,000	32,000	38,500	43,086	51,000	29
502.00 Chief Admissions Off	40,145	35,717	38,664	43,436	52,750	75
502.10 Assc Dir Admissions	27,194	22,344	25,700	28,500	32,651	66
502.20 Admissions Counselor	20,362	18,182	19,430	21,170	23,338	82
502.30 Academic Advisor	28,946	26,620	28,800	29,935	39,040	18
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	35,060	30,000	34,170	36,674	41,080	97
504.10 Assc Registrar	23,175	18,637	21,320	23,450	26,523	23
504.20 Asst Registrar	21,124	18,900	20,888	22,000	26,500	36
505.00 Dir Adm/Fin Aid	51,375	41,500	46,000	52,880	61,253	12
506.00 Dir Student Fin Aid	36,195	30,506	35,000	36,750	39,000	96
506.10 Assc Dir Std Fin Aid	23,985	21,000	23,000	25,000	26,750	56
507.00 Dir Food Services	35,247	33,800	34,000	36,504	44,075	12
507.10 Assc Dir Food Serv	25,190	23,079	24,345	26,920	29,679	5
508.00 Dir Student Housing	27,935	24,000	27,500	29,513	32,267	52
508.10 Assc Dir Std Housing	17,800	16,475	17,712	18,320	20,000	11
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	24,297	16,000	23,340	27,000	27,800	32
509.00 Dir Union/Std Act	27,306	21,000	26,100	27,500	30,000	12
510.00 Dir Foreign Students	23,830	21,528	23,373	25,521	30,160	16
511.00 Dir Student Union	30,800	26,100	28,000	31,566	36,392	9
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	24,768	17,468	23,920	26,225	29,996	53
513.00 Dir Career Dev/Plcmt	30,159	25,800	29,069	31,980	35,086	82
514.00 Dir Std Counseling	32,325	27,312	31,302	34,669	39,935	51
514.10 Assc Dir Std Cnslg	24,842	23,029	24,450	26,022	28,600	5
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	3
516.00 Dir Std Hlth-Nurse	26,120	21,525	24,632	26,705	31,200	56
517.00 Dir Campus Ministries	29,606	24,055	27,000	31,050	38,370	64
518.00 Dir Athletics	39,090	33,150	37,293	41,785	45,000	85
519.00 Dir Sports Info	20,650	18,785	20,000	21,463	25,563	30
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	31,163	23,436	27,382	31,970	36,710	5
522.00 Dir Campus Rec/Intrmrl	26,000	23,786	25,795	28,187	31,675	25
523.00 Chief Enrollment Mgmt	55,500	46,000	52,601	56,000	65,450	31
524.00 Dir Minority Affairs	31,000	22,250	28,913	31,191	36,176	15
525.00 Dir Conferences	24,311	18,374	21,518	29,530	32,863	15

*3 cases or less

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $18 - $28.4 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	104,999	95,670	100,603	109,395	123,600	6
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO/Single Inst	112,000	90,000	107,200	122,000	135,200	92
102.10 Asst to CEO/Single	40,700	29,794	38,254	46,685	56,166	44
103.00 Exec Vice Pres	69,618	60,900	64,400	70,000	81,120	11
ACADEMIC						
201.00 Chief Acad Off	77,724	70,631	75,476	82,125	89,650	96
201.10 Assc Chief Acad Off	52,020	45,660	50,080	55,080	61,000	32
203.00 Dir Library Serv	48,980	40,795	46,200	51,200	55,306	90
203.20 Acquistns Librarian	32,187	23,146	28,532	35,485	39,586	40
203.30 Chf Tech Serv Libm	32,836	28,500	31,252	34,552	40,321	63
203.40 Chf Public Serv Libm	33,000	26,250	28,000	36,115	39,162	37
203.50 Reference Librarian	29,594	25,933	27,560	30,755	34,980	74
203.60 Catalog Librarian	29,973	22,142	26,780	32,707	35,390	32
204.00 Dir Instit Research	46,000	37,054	45,256	46,680	54,158	37
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	31,305	26,436	29,800	32,415	37,698	46
206.00 Dir Learning Res Ctr	32,534	27,363	30,481	33,620	39,070	34
207.00 Dir Internatl Educ	41,371	28,875	34,650	43,845	51,620	13
207.10 Dir Internatl Std Ed	46,500	34,219	45,000	48,000	55,852	4
208.00 Dir Comp Ctr Opr/Acad	45,515	31,000	42,396	46,778	57,256	34
208.10 Assc Dir CC Opr/Acad	37,121	31,148	36,345	37,650	38,666	13
209.00 Dir Spons Res & Prog	33,116	23,600	30,784	36,000	41,171	18
212.00 Dean,Arts & Letters	53,548	45,705	50,447	56,650	58,779	6
213.00 Dean,Arts & Sciences	60,380	53,000	57,200	63,809	68,000	17
214.00 Dean,Business	60,770	45,740	58,300	66,252	73,500	31
215.00 Dean,Communications	40,575	34,968	36,240	45,740	47,210	7
216.00 Dean,Continuing Ed	52,607	41,797	49,704	58,986	69,800	16
218.00 Dean,Education	56,786	45,350	55,000	61,267	63,000	24
219.00 Dean,Engineering	57,411	48,281	53,135	61,087	65,381	5
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	48,532	40,634	47,476	48,857	57,012	10
223.00 Dean,Graduate Program	60,350	52,928	55,828	63,660	66,185	11
224.00 Dean,Hlth-Rltd Prof	56,200	50,000	54,570	59,153	61,800	7
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	54,593	44,407	50,420	59,851	66,296	14
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	44,767	35,136	44,649	44,885	61,508	6
232.00 Dean,Music	42,260	38,776	42,248	49,033	60,573	5
233.00 Dean,Nursing	54,925	50,108	51,750	59,400	62,500	11
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
237.00 Dean,Sciences	61,141	51,198	59,151	62,000	64,296	16
238.00 Dean,Social Sciences	49,142	48,108	49,129	49,678	64,216	13
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	52,365	42,288	47,420	56,342	68,624	5
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
243.00 Dir Continuing Educ	40,000	31,700	37,540	42,471	48,800	25
ADMINISTRATIVE						
301.00 Chief Business Off	77,975	66,238	72,665	81,120	92,072	89
301.01 Chief Admin Off	67,867	55,304	64,930	69,039	75,000	9
301.02 Chief Financial Off	55,752	40,315	53,875	59,814	65,040	20
301.10 Dir Env Health/Safety	32,747	30,200	31,000	34,495	50,460	4
301.20 Dir Telecommunic	32,691	26,340	32,000	32,948	35,336	16
302.00 Chief Planning Off	61,957	53,000	61,900	62,014	62,946	7
303.00 Chief Budgeting Off	40,220	28,325	39,432	42,216	55,123	13
303.10 Assc Budget Dir	41,049	37,000	39,315	42,783	43,400	6
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.10 Staff Attorney	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	39,675	34,570	37,810	40,600	46,463	63
306.10 Assc Dir Pers/HR	32,395	26,000	31,083	34,248	35,700	7
306.20 Manager Benefits	25,905	20,634	24,250	27,560	30,000	8
306.30 Manager Training-Dev	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr Comp	*	*	*	*	*	2
307.00 Dir AA/EEO	38,464	28,656	36,928	40,000	45,000	6
308.00 Dir Pers/AA	36,354	32,940	36,000	39,640	46,346	18
309.00 Chief Inform Sys Off	50,000	42,000	47,600	50,700	55,765	49
309.10 Assc Dir Computer Ctr	36,416	33,536	35,537	37,249	40,300	16
309.20 Data Base Admin	33,114	30,000	31,200	34,118	36,300	12
309.30 Sys Analyst-Hi	33,940	28,553	33,020	35,000	36,396	36
309.50 Prog Analyst-Hi	30,353	26,000	28,074	31,398	33,280	37
310.00 Dir Comp Ctr Opr/Adm	40,413	34,039	38,250	42,600	50,174	57
310.10 Assc Dir CC Opr/Adm	32,333	28,000	30,159	36,400	39,362	25
312.00 Chf Phys Plnt/Fac	47,750	42,432	46,360	50,000	56,262	80
312.10 Assc Dir Phys Plnt	35,613	31,041	33,008	39,326	43,961	40
312.20 Mgr Landscape/Grnds	28,430	23,067	27,199	29,800	31,700	44
312.30 Mgr Bldg Mnt Trades	31,903	26,890	30,909	32,545	38,830	31
312.40 Mgr Tech Trades	33,190	29,255	32,670	37,245	40,499	19
312.50 Mgr Custodial Srv	27,752	23,448	25,750	29,144	32,448	49
312.60 Mgr Power Plant	36,062	31,322	32,452	36,569	46,260	9
313.00 Comptroller	48,737	39,915	45,320	50,500	54,398	64
313.10 Manager Payroll	26,488	23,251	25,101	27,082	30,068	33
314.00 Dir Accounting	34,512	31,884	33,100	38,196	46,653	28
314.10 Staff Accountant-Hi	30,000	24,915	28,689	31,300	34,500	44
315.00 Bursar	31,870	28,454	30,178	33,211	39,332	20
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	35,000	27,316	31,050	36,930	43,805	38

*3 cases or less

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $18 - $28.4 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
316.10 Assc Dir Purchasing	29,250	28,288	29,100	29,400	30,250	4
317.00 Dir Bookstore	28,700	25,268	27,900	30,000	33,970	62
317.10 Assc Dir Bookstore	22,165	20,629	21,359	23,725	25,176	12
318.00 Dir Internal Audit	*	*	*	*	*	2
319.00 Dir Aux Services	41,306	36,000	37,290	44,358	51,504	14
319.10 Mgr Mail Services	20,000	17,140	18,720	20,403	24,935	35
320.00 Dir Campus Security	32,000	27,045	29,932	33,100	37,403	70
321.00 Dir Risk Mgmt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Development Off	73,030	57,750	70,000	74,381	83,625	84
401.10 Dir Annual Giving	34,000	28,000	32,200	36,365	45,420	64
401.20 Dir Corp/Fndtn Rel	40,800	31,586	36,620	43,633	49,054	41
401.30 Coord Res Dev	26,177	23,570	24,800	28,000	33,760	24
401.40 Dir Planned Giving	45,895	35,000	42,448	49,211	58,920	44
402.00 Chf Public Rel Off	41,671	33,600	40,000	43,000	48,400	58
402.10 Dir Govt/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	82,250	59,000	76,000	88,500	90,605	8
404.00 Dir Alumni Affairs	35,476	28,750	34,000	36,852	43,528	79
405.00 Dir Dev/Alumni Aff	45,750	39,615	44,413	46,453	52,000	11
406.00 Dir Major Gifts	47,104	35,000	44,150	48,925	56,900	22
407.00 Dir Church Relations	41,474	36,014	40,415	42,850	51,000	12
408.00 Dir Community Serv	41,750	31,713	39,781	43,718	44,308	6
409.00 Dir Publications	31,956	25,750	31,200	34,500	37,409	38
409.10 Assc Dir Publicatns	28,692	22,900	25,916	29,340	31,000	18
409.20 Mgr Printing Srv	28,100	21,636	26,298	28,607	30,000	33
410.00 Dir Info Office	33,782	26,325	31,953	36,670	40,883	35
411.00 Dir News Bureau	25,720	22,254	24,150	28,073	34,922	21
STUDENT SERVICES						
501.00 Chf Student Aff Off	62,090	53,000	59,802	64,123	71,579	81
501.10 Assc Chf Stud Aff Off	34,?13	31,407	32,550	36,750	40,400	22
501.50 Dean of Students	45,772	37,000	42,367	47,278	52,000	41
502.00 Chief Admissions Off	47,197	39,613	44,799	50,010	60,000	76
502.10 Assc Dir Admissions	31,365	27,040	29,582	32,210	36,580	77
502.20 Admissions Counselor	21,891	19,559	21,000	22,500	24,502	83
502.30 Academic Advisor	27,872	24,000	26,632	29,340	32,484	31
503.00 Dir Adm & Registrar	32,832	29,634	31,621	34,044	52,148	4
504.00 Registrar	38,865	33,716	37,170	40,014	47,266	88
504.10 Assc Registrar	28,161	22,250	26,720	29,454	31,000	22
504.20 Asst Registrar	24,640	21,810	24,000	25,754	27,300	33
505.00 Dir Adm/Fin Aid	54,084	49,460	53,637	55,440	63,000	11
506.00 Dir Student Fin Aid	40,067	34,505	38,934	42,020	46,118	92
506.10 Assc Dir Std Fin Aid	26,876	22,990	26,000	28,350	30,740	67
507.00 Dir Food Services	44,350	35,175	38,081	47,177	53,400	16
507.10 Assc Dir Food Serv	27,513	21,000	26,120	28,000	37,650	9
508.00 Dir Student Housing	33,433	26,700	31,655	34,113	40,923	46
508.10 Assc Dir Std Housing	27,773	19,214	26,000	28,130	34,429	11
508.20 Housing Off/Adm Opr	31,000	25,305	29,500	31,215	40,365	6
508.30 Housing Off/Res Life	25,495	19,000	22,100	27,774	34,500	32
509.00 Dir Union/Std Act	32,689	27,000	27,500	33,070	37,922	19
510.00 Dir Foreign Students	25,595	24,300	25,252	25,904	29,995	12
511.00 Dir Student Union	33,650	27,534	33,000	34,300	42,000	8
511.10 Assc Dir Std Union	26,000	19,500	23,000	26,118	27,213	5
512.00 Dir Std Activities	28,067	24,765	26,686	30,053	34,825	55
513.00 Dir Career Dev/Plcmt	36,000	30,280	32,604	37,477	42,290	88
514.00 Dir Std Counseling	35,800	30,000	34,323	37,500	41,000	59
514.10 Assc Dir Std Cnslg	29,273	20,451	25,451	31,033	31,956	7
515.00 Dir Std Hlth-Physicn	56,453	33,660	51,750	61,157	88,700	8
516.00 Dir Std Hlth-Nurse	27,916	23,775	26,524	28,687	33,060	66
517.00 Dir Campus Ministries	33,734	29,889	32,520	36,055	43,500	55
518.00 Dir Athletics	47,824	42,642	45,781	50,000	56,200	84
519.00 Dir Sports Info	23,386	20,000	22,500	24,500	29,000	32
520.00 Dir Athletics/Men	38,074	23,700	35,700	40,448	51,348	4
521.00 Dir Athletics/Women	30,838	27,100	27,300	34,376	39,400	6
522.00 Dir Campus Rec/Intmrl	30,198	22,922	27,258	32,000	35,745	18
523.00 Chief Enrollment Mgmt	64,500	54,075	62,000	66,012	76,242	25
524.00 Dir Minority Affairs	29,656	25,100	27,812	30,599	37,215	28
525.00 Dir Conferences	30,000	23,920	29,328	32,196	35,433	19

*3 cases or less

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $28.4 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	120,000	105,000	115,000	122,500	127,885	5
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO/Single Inst	144,125	111,000	135,000	152,000	172,000	94
102.10 Asst to CEO/Single	54,680	39,700	45,060	60,564	73,617	62
103.00 Exec Vice Pres	99,500	82,500	93,975	121,025	127,910	12
ACADEMIC						
201.00 Chief Acad Off	95,204	83,500	90,912	99,446	108,578	100
201.10 Assc Chief Acad Off	69,261	54,000	64,170	72,750	81,472	42
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	60,111	52,238	58,500	61,770	71,270	93
203.20 Acquistns Librarian	34,968	28,095	32,433	37,440	41,200	48
203.30 Chf Tech Serv Librn	39,603	31,700	38,509	41,760	49,358	58
203.40 Chf Public Serv Librn	40,039	33,930	37,075	42,400	46,110	51
203.50 Reference Librarian	35,445	30,912	33,980	37,165	42,807	74
203.60 Catalog Librarian	31,983	26,000	31,000	33,335	39,715	46
204.00 Dir Instit Research	51,000	40,612	48,971	52,885	63,750	45
204.10 Assc Dir Inst Res	32,418	26,875	31,875	32,960	51,000	8
205.00 Dir Educ Media Serv	36,999	30,920	35,702	38,864	46,590	54
206.00 Dir Learning Res Ctr	43,710	36,808	40,976	46,194	51,019	22
207.00 Dir Internatl Educ	50,625	38,803	48,450	52,087	69,642	20
207.10 Dir Internatl Std Ed	45,660	32,871	44,110	46,614	51,301	10
208.00 Dir Comp Ctr Opr/Acad	58,488	46,090	54,156	60,456	70,515	39
208.10 Assc Dir CC Opr/Acad	40,338	34,372	38,163	43,884	54,535	18
209.00 Dir Spons Res & Prog	50,950	37,452	43,879	60,000	67,574	14
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	63,571	60,500	61,914	64,000	77,800	7
213.00 Dean,Arts & Sciences	80,132	70,000	72,500	81,000	86,694	21
214.00 Dean,Business	74,671	59,450	72,664	81,330	91,992	28
215.00 Dean,Communications	45,997	35,036	35,344	56,650	61,151	4
216.00 Dean,Continuing Ed	61,914	51,434	60,622	65,021	71,159	21
218.00 Dean,Education	64,050	48,475	61,084	71,369	83,557	19
219.00 Dean,Engineering	*	*	*	*	*	3
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	52,430	47,258	48,900	60,070	70,639	10
223.00 Dean,Graduate Program	71,035	57,289	70,030	72,500	86,000	16
224.00 Dean,Hlth-Rltd Prof	82,250	46,365	76,500	88,000	91,410	4
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	65,514	43,903	65,029	66,000	70,516	8
228.00 Dean,Law	140,500	128,702	135,250	148,458	165,574	5
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	57,236	44,250	54,310	61,508	68,834	7
232.00 Dean,Music	47,675	40,931	45,330	53,286	61,953	5
233.00 Dean,Nursing	71,634	56,060	68,336	73,488	77,609	15
234.00 Dean,Occ Std/Voc Ed	67,185	53,432	63,000	71,369	77,868	4
235.00 Dean,Pharmacy	*	*	*	*	*	2
237.00 Dean,Sciences	65,500	49,800	62,628	66,842	80,700	14
238.00 Dean,Social Sciences	56,525	45,994	54,000	59,960	67,301	13
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	73,541	65,127	72,150	74,933	81,090	6
241.00 Dean,Undergrad Prog	78,438	65,000	78,127	78,750	82,680	6
243.00 Dir Continuing Educ	47,913	37,878	44,304	51,117	55,927	20
ADMINISTRATIVE						
301.00 Chief Business Off	96,720	79,210	91,500	102,000	116,072	89
301.01 Chief Admin Off	75,764	56,000	73,555	83,600	90,370	14
301.02 Chief Financial Off	75,000	58,000	70,700	84,000	90,000	27
301.10 Dir Env Health/Safety	38,837	32,700	38,010	41,378	48,112	10
301.20 Dir Telecommunic	39,050	31,470	38,102	44,600	50,700	26
302.00 Chief Planning Off	70,859	63,464	65,000	71,500	77,523	12
303.00 Chief Budgeting Off	52,019	45,952	49,000	53,000	67,819	24
303.10 Assc Budget Dir	46,260	41,625	45,200	47,460	52,500	12
304.00 Chief Plan-Budgt Off	63,900	46,200	61,186	70,000	85,250	9
305.00 General Counsel	68,046	54,790	64,092	72,000	73,577	6
305.10 Staff Attorney	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	55,400	45,760	52,800	57,128	66,890	79
306.10 Assc Dir Pers/HR	40,250	32,080	36,673	42,816	48,250	30
306.20 Manager Benefits	36,190	27,130	32,300	37,783	45,276	34
306.30 Manager Training-Dev	38,860	33,068	38,720	39,000	42,600	4
306.40 Manager Empl Relatns	43,975	36,700	37,820	50,130	50,700	4
306.60 Manager Employment	32,425	24,480	32,141	33,280	37,261	13
306.70 Mgr Wage-Sal/Mgr Comp	*	*	*	*	*	3
306.80 Mgr Personnel Inf Sys	28,510	25,800	27,957	30,000	41,380	9
307.00 Dir AA/EEO	48,740	42,996	45,852	50,833	64,735	17
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	50,350	41,000	46,235	52,385	64,480	12
309.00 Chief Inform Sys Off	64,770	55,664	61,250	71,250	80,000	61
309.10 Assc Dir Computer Ctr	46,617	41,300	45,000	49,678	55,000	29
309.20 Data Base Admin	37,231	30,859	36,114	38,830	48,436	18
309.30 Sys Analyst-Hi	40,790	32,716	38,700	43,250	48,466	48
309.50 Prog Analyst-Hi	35,445	28,660	32,462	37,400	42,009	58
310.00 Dir Comp Ctr Opr/Adm	52,853	41,800	51,049	55,750	67,942	48
310.10 Assc Dir CC Opr/Adm	45,741	41,382	45,000	48,800	53,249	18
312.00 Chf Phys Plnt/Fac	62,250	53,760	59,236	64,368	72,058	85
312.10 Assc Dir Phys Plnt	48,012	35,900	46,026	50,887	55,430	47
312.20 Mgr Landscape/Grnds	36,069	29,000	34,045	37,750	42,600	51
312.30 Mgr Bldg Mnt Trades	39,721	30,250	37,960	41,239	44,252	34
312.40 Mgr Tech Trades	42,841	32,235	41,200	43,100	46,350	16
312.50 Mgr Custodial Srv	34,157	30,000	32,130	35,560	40,500	62
312.60 Mgr Power Plant	44,286	35,848	42,402	45,300	52,291	18

*3 cases or less

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $28.4 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
313.00 Comptroller	57,713	47,430	55,200	61,500	70,335	73
313.10 Manager Payroll	29,800	26,181	28,809	31,957	38,341	49
314.00 Dir Accounting	45,800	34,437	40,950	47,400	50,600	29
314.10 Staff Accountant-Hi	31,933	25,909	30,113	33,500	39,010	61
315.00 Bursar	36,675	28,500	34,382	37,359	46,200	46
315.10 Assc Bursar	29,025	21,840	27,013	31,200	33,431	11
316.00 Dir Purchasing	38,995	30,130	37,312	42,000	51,099	52
316.10 Assc Dir Purchasing	29,265	22,250	29,000	29,531	33,000	8
317.00 Dir Bookstore	38,080	30,294	35,750	40,364	43,600	61
317.10 Assc Dir Bookstore	24,541	21,558	23,920	25,700	29,800	24
318.00 Dir Internal Audit	42,640	35,750	39,000	48,615	63,717	12
319.00 Dir Aux Services	55,428	43,990	54,310	57,300	64,661	21
319.10 Mgr Mail Services	24,824	20,991	23,284	26,568	30,857	53
320.00 Dir Campus Security	40,700	34,100	38,000	44,129	49,300	88
321.00 Dir Risk Mgmt/Ins	53,350	40,265	51,700	55,000	73,861	6
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	87,270	70,000	81,600	95,000	111,590	81
401.10 Dir Annual Giving	40,950	34,200	39,000	43,000	49,910	73
401.20 Dir Corp/Fndtn Rel	47,650	39,000	45,000	51,560	57,804	56
401.30 Coord Res Dev	35,000	31,000	34,510	36,600	42,745	38
401.40 Dir Planned Giving	54,195	45,140	51,370	59,910	65,388	52
402.00 Chf Public Rel Off	57,925	43,584	52,785	61,732	70,656	65
402.10 Dir Govt/Leg Rel	61,150	53,133	57,500	64,800	70,600	6
403.00 Chf Dev/Pub Rel Off	79,000	58,200	67,776	87,380	106,500	19
404.00 Dir Alumni Affairs	41,000	34,947	39,143	42,475	51,904	85
405.00 Dir Dev/Alumni Aff	50,870	37,599	47,700	54,700	64,056	7
406.00 Dir Major Gifts	62,930	50,000	54,560	65,000	71,750	33
407.00 Dir Church Relations	47,300	41,795	47,189	49,326	51,798	11
408.00 Dir Community Serv	47,500	29,580	35,500	38,098	50,960	9
409.00 Dir Publications	38,150	32,100	35,770	42,000	46,800	51
409.10 Assc Dir Publicatns	33,281	26,754	32,476	34,645	40,697	20
409.20 Mgr Printing Srv	30,811	25,879	28,850	31,563	36,383	47
410.00 Dir Info Office	40,639	33,959	37,708	42,679	46,000	32
411.00 Dir News Bureau	34,812	28,700	33,366	36,000	39,550	33
STUDENT SERVICES						
501.00 Chf Student Aff Off	75,102	64,700	72,000	79,933	90,000	88
501.10 Assc Chf Stud Aff Off	50,001	42,200	48,456	51,177	58,000	31
501.50 Dean of Students	58,000	43,285	50,100	60,670	66,056	41
502.00 Chief Admissions Off	59,997	50,400	56,223	63,370	78,700	84
502.10 Assc Dir Admissions	38,710	31,645	37,130	40,004	47,200	83
502.20 Admissions Counselor	23,516	21,277	22,757	24,616	26,875	80
502.30 Academic Advisor	36,050	26,200	32,648	39,207	45,869	27
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	49,749	42,967	47,741	51,650	58,775	94
504.10 Assc Registrar	36,304	31,600	35,000	37,267	40,050	33
504.20 Asst Registrar	27,500	23,834	25,840	28,849	32,585	45
505.00 Dir Adm/Fin Aid	80,088	71,100	79,477	80,700	94,640	8
506.00 Dir Student Fin Aid	49,000	40,800	45,120	52,500	58,607	97
506.10 Assc Dir Std Fin Aid	34,027	28,061	32,210	36,476	40,645	64
507.00 Dir Food Services	54,550	42,627	49,940	58,100	68,500	33
507.10 Assc Dir Food Serv	36,008	30,207	35,075	37,584	46,175	25
508.00 Dir Student Housing	37,871	31,000	35,912	40,000	48,150	68
508.10 Assc Dir Std Housing	27,572	23,680	26,336	30,000	35,100	26
508.20 Housing Off/Adm Opr	30,215	19,856	25,018	36,391	39,763	10
508.30 Housing Off/Res Life	25,880	19,869	23,725	26,353	39,100	33
509.00 Dir Union/Std Act	36,059	28,831	32,989	38,900	42,250	22
510.00 Dir Foreign Students	33,227	29,209	31,593	34,046	39,478	20
511.00 Dir Student Union	36,338	30,000	33,839	40,657	42,735	20
511.10 Assc Dir Std Union	27,336	25,585	26,504	27,500	28,500	11
512.00 Dir Std Activities	32,981	27,400	31,458	34,099	41,870	63
513.00 Dir Career Dev/Plcmt	41,626	35,916	39,665	44,588	51,655	90
514.00 Dir Std Counseling	47,855	40,000	45,124	50,005	58,795	72
514.10 Assc Dir Std Cnslg	33,382	26,625	32,888	34,115	47,955	22
515.00 Dir Std Hlth-Physicn	95,513	43,485	70,006	105,500	117,240	22
516.00 Dir Std Hlth-Nurse	36,809	27,936	33,500	38,278	42,285	64
517.00 Dir Campus Ministries	41,600	34,200	38,520	46,080	52,997	53
518.00 Dir Athletics	61,260	51,027	57,451	65,892	77,521	83
519.00 Dir Sports Info	26,868	20,962	26,030	29,000	33,280	63
520.00 Dir Athletics/Men	52,175	42,880	49,150	55,200	68,373	8
521.00 Dir Athletics/Women	41,465	37,000	40,150	45,430	49,150	16
522.00 Dir Campus Rec/Intmrl	34,744	27,047	32,667	36,000	44,000	31
523.00 Chief Enrollment Mgmt	74,300	64,390	71,400	78,900	88,580	22
524.00 Dir Minority Affairs	39,163	30,850	37,333	42,571	47,244	48
525.00 Dir Conferences	36,595	29,010	34,922	39,032	47,505	40

*3 cases or less

TABLE 25
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $8 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	85,000	60,000	75,000	87,420	100,104	11
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO/Single Inst	77,038	65,522	75,050	81,078	90,990	75
102.10 Asst to CEO/Single	31,789	25,826	31,430	35,571	47,702	18
103.00 Exec Vice Pres	50,750	48,273	48,280	66,500	74,412	7
ACADEMIC						
201.00 Chief Acad Off	57,686	47,400	55,097	61,800	66,200	74
201.10 Assc Chief Acad Off	35,000	33,459	34,460	37,182	47,183	5
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	36,031	26,025	30,514	37,247	45,169	50
203.20 Acquistns Librarian	29,394	27,113	28,652	30,921	34,837	9
203.30 Chf Tech Serv Librn	29,714	26,000	28,928	30,500	33,221	6
203.40 Chf Public Serv Librn	*	*	*	*	*	2
203.50 Reference Librarian	25,706	23,600	24,952	28,836	36,327	12
203.60 Catalog Librarian	26,600	14,897	21,360	27,403	30,054	5
204.00 Dir Instit Research	35,916	28,412	34,756	43,580	49,617	15
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	30,250	25,917	28,055	32,444	33,600	6
206.00 Dir Learning Res Ctr	38,223	29,782	34,428	39,360	43,405	27
208.00 Dir Comp Ctr Opr/Acad	35,039	25,908	32,000	41,462	47,337	13
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	1
209.00 Dir Spons Res & Prog	27,768	25,690	27,284	31,384	45,359	5
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	*	*	*	*	*	2
213.00 Dean,Arts & Sciences	52,430	46,787	50,649	54,891	56,981	10
214.00 Dean,Business	44,589	35,661	41,142	48,188	54,041	22
215.00 Dean,Communications	41,241	34,724	36,558	45,924	47,924	6
216.00 Dean,Continuing Ed	50,351	36,587	45,000	53,860	55,433	15
218.00 Dean,Education	*	*	*	*	*	1
219.00 Dean,Engineering	49,596	45,000	49,349	49,843	57,932	8
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	*	*	*	*	*	2
224.00 Dean,Hlth-Rltd Prof	45,588	42,101	44,250	46,396	50,818	15
226.00 Dean,Humanities	44,495	27,832	39,056	47,475	53,567	5
227.00 Dean,Instruction	55,612	47,615	53,512	58,703	63,090	5
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	*	*	*	*	*	2
233.00 Dean,Nursing	48,570	44,802	47,591	49,025	53,000	14
234.00 Dean,Occ Std/Voc Ed	47,688	45,171	47,193	50,380	57,365	25
237.00 Dean,Sciences	46,112	35,007	45,505	48,874	52,540	7
238.00 Dean,Social Sciences	37,745	33,842	34,002	41,487	42,000	4
240.00 Dean,Special Programs	33,532	32,803	33,085	33,978	44,037	6
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
243.00 Dir Continuing Educ	40,705	29,850	38,696	41,588	44,417	25
ADMINISTRATIVE						
301.00 Chief Business Off	52,029	43,400	47,614	56,256	64,000	67
301.01 Chief Admin Off	52,042	40,333	49,419	60,457	60,891	12
301.02 Chief Financial Off	48,345	40,000	46,765	48,509	54,122	18
301.10 Dir Env Health/Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	*	*	*	*	*	3
302.00 Chief Planning Off	52,754	47,409	51,780	53,728	61,400	6
303.00 Chief Budgeting Off	31,873	29,904	31,690	36,236	42,666	5
303.10 Assc Budget Dir	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	33,855	28,495	33,299	38,220	42,600	23
306.10 Assc Dir Pers/HR	*	*	*	*	*	3
306.20 Manager Benefits	*	*	*	*	*	1
306.30 Manager Training-Dev	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	*	*	*	*	*	1
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	40,837	25,688	33,067	43,350	48,450	9
309.00 Chief Inform Sys Off	41,370	35,000	38,500	42,539	48,450	29
309.10 Assc Dir Computer Ctr	*	*	*	*	*	2
309.20 Data Base Admin	*	*	*	*	*	1
309.30 Sys Analyst-Hi	31,322	28,100	30,011	34,211	37,334	5
309.50 Prog Analyst-Hi	29,328	26,502	29,263	29,939	33,665	10
310.00 Dir Comp Ctr Opr/Adm	37,750	35,360	37,150	38,202	45,993	14
310.10 Assc Dir CC Opr/Adm	28,404	23,858	27,810	29,102	32,119	5
312.00 Chf Phys Plnt/Fac	35,645	28,577	33,883	36,421	43,471	42
312.10 Assc Dir Phys Plnt	32,433	25,750	31,760	33,408	39,054	18
312.20 Mgr Landscape/Grnds	26,597	19,058	26,209	26,986	34,240	4
312.30 Mgr Bldg Mnt Trades	*	*	*	*	*	2
312.50 Mgr Custodial Srv	20,856	19,052	20,500	21,133	28,272	12
313.00 Comptroller	36,275	27,811	35,300	37,307	41,271	27
313.10 Manager Payroll	21,903	19,490	20,800	23,975	25,569	11
314.00 Dir Accounting	28,956	22,552	26,561	30,344	35,621	15
314.10 Staff Accountant-Hi	26,793	21,500	24,919	27,258	33,040	20
315.00 Bursar	26,000	19,848	23,400	28,356	32,110	9
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	26,837	22,173	25,399	29,957	33,299	7
316.10 Assc Dir Purchasing	*	*	*	*	*	3
317.00 Dir Bookstore	20,507	16,145	18,378	22,065	26,078	30
317.10 Assc Dir Bookstore	*	*	*	*	*	3
319.00 Dir Aux Services	23,214	18,352	22,355	24,072	31,771	6
319.10 Mgr Mail Services	17,200	16,889	17,059	17,340	17,594	6
320.00 Dir Campus Security	24,576	21,387	23,209	31,659	32,869	7

*3 cases or less

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TABLE 25
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $8 MILLION OR LESS

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXTERNAL AFFAIRS						
401.00 Chief Development Off	39,845	35,000	38,784	41,412	46,967	32
401.10 Dir Annual Giving	27,960	25,632	27,420	28,500	31,113	6
401.20 Dir Corp/Fndtn Rel	27,869	23,500	27,588	28,150	35,844	4
401.30 Coord Res Dev	29,957	19,748	28,191	31,491	36,512	5
401.40 Dir Planned Giving	*	*	*	*	*	2
402.00 Chf Public Rel Off	29,254	24,192	28,197	30,199	36,657	26
403.00 Chf Dev/Pub Rel Off	53,600	27,571	41,800	58,797	64,110	5
404.00 Dir Alumni Affairs	25,000	21,713	23,510	29,924	30,898	15
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	3
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	36,355	26,853	34,406	36,684	42,194	10
409.00 Dir Publications	*	*	*	*	*	3
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	25,998	21,932	24,960	27,036	27,170	6
410.00 Dir Info Office	27,167	24,367	25,488	32,250	34,300	14
411.00 Dir News Bureau	*	*	*	*	*	2
STUDENT SERVICES						
501.00 Chf Student Aff Off	50,814	42,800	48,960	51,659	57,529	64
501.10 Assc Chf Stud Aff Off	39,267	30,000	37,158	41,376	54,112	4
501.50 Dean of Students	46,066	34,003	42,700	47,311	55,528	20
502.00 Chief Admissions Off	30,503	26,000	29,972	33,745	42,536	37
502.10 Assc Dir Admissions	25,750	20,160	24,350	26,000	30,598	17
502.20 Admissions Counselor	25,000	18,595	21,666	26,000	30,664	33
502.30 Academic Advisor	35,024	24,370	30,916	35,039	36,821	11
503.00 Dir Adm & Registrar	40,517	35,000	40,000	41,115	43,553	11
504.00 Registrar	29,909	23,900	28,823	31,161	37,010	48
504.10 Assc Registrar	*	*	*	*	*	2
504.20 Asst Registrar	23,736	19,760	22,488	24,150	27,000	7
505.00 Dir Adm/Fin Aid	34,685	27,828	32,959	35,887	38,763	15
506.00 Dir Student Fin Aid	30,305	25,525	29,768	32,640	40,365	58
506.10 Assc Dir Std Fin Aid	24,900	19,534	22,300	26,143	34,611	17
507.00 Dir Food Services	22,728	20,436	21,728	23,654	32,005	10
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Student Housing	26,000	17,560	24,960	26,000	29,540	11
508.30 Housing Off/Res Life	19,790	16,180	17,000	22,581	26,143	6
509.00 Dir Union/Std Act	*	*	*	*	*	1
510.00 Dir Foreign Students	*	*	*	*	*	1
512.00 Dir Std Activities	26,844	23,566	26,024	27,800	30,888	18
513.00 Dir Career Dev/Plcmt	27,926	22,426	26,146	29,510	32,878	38
514.00 Dir Std Counseling	31,219	26,250	30,503	34,944	39,675	26
514.10 Assc Dir Std Cnslg	29,953	29,035	29,131	35,000	36,024	7
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	17,000	14,420	15,000	26,000	27,254	7
517.00 Dir Campus Ministries	30,000	24,242	27,500	30,300	35,094	5
518.00 Dir Athletics	33,013	29,400	32,226	34,400	37,200	18
519.00 Dir Sports Info	*	*	*	*	*	3
522.00 Dir Campus Rec/Intmrl	*	*	*	*	*	3
523.00 Chief Enrollment Mgmt	*	*	*	*	*	1
524.00 Dir Minority Affairs	24,000	23,062	23,974	26,750	31,288	5
525.00 Dir Conferences	26,681	21,550	25,924	27,438	36,050	4

*3 cases or less

TABLE 26
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $8 - $13 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	89,297	80,735	86,455	90,141	96,231	25
101.10 Asst to CEO/System	41,967	36,813	41,967	41,967	45,649	4
102.00 CEO/Single Inst	86,874	76,567	85,446	90,800	97,850	68
102.10 Asst to CEO/Single	40,197	26,500	34,322	43,866	54,432	19
103.00 Exec Vice Pres	69,939	58,698	68,582	70,000	80,000	9
ACADEMIC						
201.00 Chief Acad Off	65,377	58,695	63,791	66,600	70,642	81
201.10 Assc Chief Acad Off	50,524	38,696	45,964	52,760	58,444	10
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	42,362	34,150	39,561	44,500	50,438	63
203.20 Acquistns Librarian	28,817	23,000	24,234	31,548	41,500	9
203.30 Chf Tech Serv Librn	31,407	26,445	29,700	34,597	36,492	22
203.40 Chf Public Serv Librn	28,581	22,800	25,746	31,398	38,022	12
203.50 Reference Librarian	32,414	28,723	30,200	34,800	37,416	22
203.60 Catalog Librarian	29,048	23,813	26,207	31,848	37,959	10
204.00 Dir Instit Research	40,963	34,151	38,864	46,272	50,650	40
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	31,116	23,745	30,513	31,608	43,187	19
206.00 Dir Learning Res Ctr	42,410	31,743	41,964	43,772	49,257	28
208.00 Dir Comp Ctr Opr/Acad	37,636	29,596	35,697	39,929	46,159	14
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	3
209.00 Dir Spons Res & Prog	35,053	30,000	32,646	36,000	44,136	9
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	50,360	42,539	49,075	51,850	56,500	24
214.00 Dean,Business	48,492	43,200	47,514	50,032	55,019	33
215.00 Dean,Communications	*	*	*	*	*	2
216.00 Dean,Continuing Ed	51,165	42,505	50,091	54,222	58,234	36
218.00 Dean,Education	*	*	*	*	*	2
219.00 Dean,Engineering	53,810	46,955	52,835	54,957	59,745	10
221.00 Dean,Extension	55,769	49,920	54,889	56,650	60,031	6
222.00 Dean,Fine Arts	48,000	43,213	46,850	49,016	55,081	5
224.00 Dean,Hlth-Rltd Prof	49,850	44,910	49,248	53,030	56,396	19
226.00 Dean,Humanities	49,535	45,301	47,130	51,000	56,711	14
227.00 Dean,Instruction	57,000	51,119	51,500	61,939	66,812	7
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	51,438	46,080	50,876	52,000	54,566	4
230.00 Dean,Mathematics	44,474	38,550	43,568	45,943	49,068	10
232.00 Dean,Music	*	*	*	*	*	1
233.00 Dean,Nursing	51,200	45,755	49,213	53,340	55,330	17
234.00 Dean,Occ Std/Voc Ed	52,500	47,600	51,415	54,953	58,648	31
237.00 Dean,Sciences	53,932	41,096	53,178	54,742	57,900	10
238.00 Dean,Social Sciences	53,990	40,854	45,021	54,000	59,130	9
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	44,901	36,678	41,364	50,150	54,500	16
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
243.00 Dir Continuing Educ	42,900	33,319	38,733	47,083	54,784	27
ADMINISTRATIVE						
301.00 Chief Business Off	61,653	55,668	59,613	63,250	69,316	79
301.01 Chief Admin Off	60,198	47,310	55,869	62,107	65,068	10
301.02 Chief Financial Off	36,885	34,104	36,090	38,320	50,920	15
301.10 Dir Env Health/Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	39,400	24,126	28,672	39,558	44,303	7
302.00 Chief Planning Off	54,000	46,014	51,036	60,855	73,829	5
303.00 Chief Budgeting Off	62,925	48,476	56,189	66,449	69,973	5
303.10 Assc Budget Dir	34,113	32,368	32,653	35,574	47,323	4
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	3
305.10 Staff Attorney	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	36,000	30,100	33,975	41,982	48,302	35
306.10 Assc Dir Pers/HR	22,374	14,724	21,900	22,848	34,240	4
306.20 Manager Benefits	23,427	21,408	22,566	24,287	40,000	6
306.30 Manager Training-Dev	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr Comp	*	*	*	*	*	2
307.00 Dir AA/EEO	*	*	*	*	*	3
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers/AA	37,001	27,444	33,338	41,892	46,666	27
309.00 Chief Inform Sys Off	44,535	37,694	40,716	48,908	52,000	32
309.10 Assc Dir Computer Ctr	37,510	34,686	36,286	38,733	42,075	6
309.20 Data Base Admin	28,428	25,675	27,464	32,267	44,481	5
309.30 Sys Analyst-Hi	34,116	28,000	33,901	35,108	41,630	14
309.50 Prog Analyst-Hi	27,722	24,380	26,806	29,489	33,122	26
310.00 Dir Comp Ctr Opr/Adm	41,600	35,900	39,516	43,069	50,100	32
310.10 Assc Dir CC Opr/Adm	39,230	21,401	31,387	41,982	47,027	5
312.00 Chf Phys Plnt/Fac	41,344	33,600	37,848	44,000	48,903	67
312.10 Assc Dir Phys Plnt	34,338	27,102	34,080	37,287	42,592	18
312.20 Mgr Landscape/Grnds	24,222	20,300	23,660	24,450	27,040	13
312.30 Mgr Bldg Mnt Trades	26,967	22,153	22,733	27,244	29,094	9
312.40 Mgr Tech Trades	*	*	*	*	*	2
312.50 Mgr Custodial Srv	23,320	17,402	22,142	24,450	28,161	23
312.60 Mgr Power Plant	*	*	*	*	*	3
313.00 Comptroller	38,200	34,500	37,433	39,859	45,278	35
313.10 Manager Payroll	25,773	20,670	24,112	28,536	36,432	14
314.00 Dir Accounting	36,000	30,117	33,693	38,600	41,800	29
314.10 Staff Accountant-Hi	27,540	19,926	25,664	27,560	31,400	11
315.00 Bursar	30,680	24,820	30,405	30,862	32,400	5
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	27,471	23,128	25,855	29,883	36,056	30
316.10 Assc Dir Purchasing	25,200	18,092	22,191	26,211	27,479	5

*3 cases or less

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TABLE 26
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $8 - $13 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
317.00 Dir Bookstore	28,048	22,100	25,256	28,336	32,033	46
317.10 Assc Dir Bookstore	20,574	13,175	19,008	22,140	27,176	6
318.00 Dir Internal Audit	31,420	25,000	27,204	35,635	38,980	4
319.00 Dir Aux Services	40,021	33,441	35,000	44,360	49,200	14
319.10 Mgr Mail Services	18,011	14,115	16,586	19,158	19,632	10
320.00 Dir Campus Security	24,739	21,852	23,100	25,673	29,351	26
EXTERNAL AFFAIRS						
401.00 Chief Development Off	47,366	39,000	45,280	53,424	57,942	33
401.10 Dir Annual Giving	30,587	27,900	30,000	32,000	39,527	7
401.20 Dir Corp/Fndtn Rel	29,650	28,620	29,700	30,000	46,164	8
401.30 Coord Res Dev	*	*	*	*	*	1
401.40 Dir Planned Giving	*	*	*	*	*	2
402.00 Chf Public Rel Off	33,825	28,707	32,126	36,234	42,493	31
403.00 Chf Dev/Pub Rel Off	46,224	41,796	43,307	50,639	51,838	7
404.00 Dir Alumni Affairs	27,000	25,653	26,500	30,300	30,997	7
405.00 Dir Dev/Alumni Aff	37,853	29,499	35,103	38,377	41,000	5
406.00 Dir Major Gifts	49,383	29,907	42,766	56,000	56,000	4
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	33,417	30,168	31,500	36,288	44,483	16
409.00 Dir Publications	34,000	26,196	28,900	34,300	42,493	7
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	26,255	24,274	24,847	31,800	36,168	12
410.00 Dir Info Office	34,680	30,000	32,609	37,000	38,868	21
STUDENT SERVICES						
501.00 Chf Student Aff Off	55,482	48,620	54,012	58,497	63,052	72
501.10 Assc Chf Stud Aff Off	36,500	25,480	35,000	38,000	41,000	4
501.50 Dean of Students	54,072	48,867	53,345	56,350	59,753	18
502.00 Chief Admissions Off	41,454	36,214	40,730	41,940	45,350	33
502.10 Assc Dir Admissions	29,471	24,985	28,769	29,808	30,997	10
502.20 Admissions Counselor	26,308	21,525	25,675	28,130	32,742	31
502.30 Academic Advisor	31,619	24,261	29,126	33,475	34,682	12
503.00 Dir Adm & Registrar	44,575	40,823	43,624	46,780	56,000	31
504.00 Registrar	36,514	28,463	33,500	39,372	45,111	42
504.10 Assc Registrar	27,511	24,385	25,083	31,011	33,720	7
504.20 Asst Registrar	27,118	19,171	26,480	27,757	29,400	8
505.00 Dir Adm/Fin Aid	43,743	29,208	37,486	50,000	51,462	8
506.00 Dir Student Fin Aid	36,047	32,249	35,190	37,772	45,191	75
506.10 Assc Dir Std Fin Aid	25,000	18,595	23,100	25,456	26,182	11
507.00 Dir Food Services	26,500	15,382	23,709	28,387	29,131	11
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Student Housing	26,568	18,450	25,895	28,730	41,535	13
508.20 Housing Off/Adm Ope	*	*	*	*	*	1
508.30 Housing Off/Res Life	21,250	18,984	21,000	21,500	22,972	4
509.00 Dir Union/Std Act	27,014	18,241	26,028	28,000	43,212	4
510.00 Dir Foreign Students	*	*	*	*	*	2
511.00 Dir Student Union	*	*	*	*	*	1
512.00 Dir Std Activities	30,450	24,742	28,000	32,110	36,039	37
513.00 Dir Career Dev/Plcmt	31,031	24,042	29,413	33,419	40,044	28
514.00 Dir Std Counseling	40,834	33,466	38,366	42,296	46,985	40
514.10 Assc Dir Std Cnslg	30,846	26,730	30,368	31,325	41,870	4
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	26,478	21,691	22,131	29,394	34,857	7
517.00 Dir Campus Ministries	*	*	*	*	*	3
518.00 Dir Athletics	44,364	38,280	43,509	45,800	48,990	31
519.00 Dir Sports Info	*	*	*	*	*	3
522.00 Dir Campus Rec/Intrmrl	27,952	24,732	25,250	40,459	41,803	7
523.00 Chief Enrollment Mgmt	*	*	*	*	*	3
524.00 Dir Minority Affairs	38,604	28,995	37,475	39,732	45,900	6
525.00 Dir Conferences	*	*	*	*	*	3

*3 cases or less

TABLE 27
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $13 - $24 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	96,640	89,000	93,531	99,000	110,000	21
101.10 Asst to CEO/System	52,733	41,967	52,668	53,418	53,480	7
102.00 CEO/Single Inst	95,501	86,000	93,316	99,072	108,900	68
102.10 Asst to CEO/Single	37,000	32,681	33,786	39,768	49,000	12
103.00 Exec Vice Pres	76,000	68,750	69,756	77,738	83,540	17
ACADEMIC						
201.00 Chief Acad Off	71,532	66,500	69,463	73,168	79,696	77
201.10 Assc Chief Acad Off	58,600	51,915	54,175	61,031	68,715	14
202.00 Chf Hlth Prof Off	52,260	48,317	48,500	53,360	53,943	7
203.00 Dir Library Serv	49,044	42,040	46,930	50,633	54,485	50
203.20 Acquistns Librarian	36,255	26,350	31,970	40,092	51,750	14
203.30 Chf Tech Serv Libm	39,926	31,468	37,696	42,752	48,773	27
203.40 Chf Public Serv Libm	37,000	27,408	35,043	38,500	44,536	19
203.50 Reference Librarian	36,276	28,309	34,685	40,390	46,140	31
203.60 Catalog Librarian	26,594	22,682	24,722	34,243	44,481	10
204.00 Dir Instn Research	45,328	33,110	42,353	47,292	55,922	34
204.10 Assc Dir Inst Res	33,800	30,220	32,020	35,488	41,022	5
205.00 Dir Educ Media Serv	37,955	33,677	35,000	40,600	47,064	22
206.00 Dir Learning Res Ctr	49,417	41,719	46,765	50,590	60,308	38
207.00 Dir Internatl Educ	*	*	*	*	*	1
208.00 Dir Comp Ctr Opr/Acad	42,314	36,623	41,792	44,190	56,957	19
208.10 Assc Dir CC Opr/Acad	41,352	30,000	36,176	42,080	47,648	5
209.00 Dir Spons Res & Prog	42,023	38,860	41,348	45,032	55,826	20
211.00 Dean,Agriculture	68,947	42,961	68,179	69,714	71,377	4
212.00 Dean,Arts & Letters	53,687	51,750	52,982	54,391	59,490	8
213.00 Dean,Arts & Sciences	58,789	52,260	56,421	63,038	73,128	20
214.00 Dean,Business	54,483	47,357	51,421	58,205	64,381	47
215.00 Dean,Communications	49,813	45,095	49,200	52,028	57,886	9
216.00 Dean,Continuing Ed	58,403	51,111	56,023	60,000	66,250	42
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	*	*	*	*	*	3
219.00 Dean,Engineering	59,231	56,219	58,639	59,681	67,502	10
221.00 Dean,Extension	59,172	58,373	58,967	59,500	60,775	7
222.00 Dean,Fine Arts	56,369	41,000	56,066	56,671	69,714	8
224.00 Dean,Hlth-Rltd Prof	54,883	48,481	53,045	59,400	64,381	27
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	53,580	44,180	52,714	54,545	66,572	18
227.00 Dean,Instruction	63,600	53,360	58,994	64,381	69,000	13
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	56,469	42,300	56,169	57,350	60,595	11
233.00 Dean,Nursing	50,618	42,565	48,124	52,241	57,172	16
234.00 Dean,Occ Std/Voc Ed	56,816	50,648	56,039	59,188	66,240	38
237.00 Dean,Sciences	57,886	55,000	56,430	58,280	63,573	19
238.00 Dean,Social Sciences	54,079	47,487	52,373	57,268	59,491	24
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	53,134	43,614	47,807	54,774	58,243	15
241.00 Dean,Undergrad Prog	52,542	47,000	51,877	53,207	60,889	4
243.00 Dir Continuing Educ	45,300	32,000	42,456	47,190	54,113	29
ADMINISTRATIVE						
301.00 Chief Business Off	69,943	59,936	68,409	72,448	78,169	70
301.01 Chief Admin Off	72,420	63,288	68,377	74,163	79,778	15
301.02 Chief Financial Off	59,098	48,776	54,354	61,275	65,000	22
301.10 Dir Env Health/Safety	39,000	27,000	31,361	40,956	43,264	7
301.20 Dir Telecommunic	44,747	37,056	43,962	45,532	45,840	6
302.00 Chief Planning Off	65,000	55,500	62,487	66,317	72,586	13
303.00 Chief Budgeting Off	46,700	41,856	44,000	48,312	57,375	16
303.10 Assc Budget Dir	*	*	*	*	*	2
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	49,332	40,040	46,387	51,215	62,364	49
306.10 Assc Dir Pers/HR	40,536	32,568	39,989	43,060	46,401	10
306.20 Manager Benefits	27,793	23,038	25,918	29,634	35,000	9
306.30 Manager Training-Dev	*	*	*	*	*	3
306.40 Manager Empl Relatns	*	*	*	*	*	2
306.60 Manager Employment	30,735	23,294	27,724	33,747	37,472	4
306.70 Mgr Wage-Sal/Mgr Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	57,700	37,393	51,400	64,000	71,125	4
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	51,544	39,376	49,982	52,280	57,127	25
309.00 Chief Inform Sys Off	54,828	47,362	52,336	58,530	64,896	39
309.10 Assc Dir Computer Ctr	39,500	32,000	33,384	40,327	43,005	7
309.20 Data Base Admin	37,595	30,813	32,811	42,923	46,127	10
309.30 Sys Analyst-Hi	36,964	29,815	36,564	39,322	43,869	23
309.50 Prog Analyst-Hi	32,267	29,887	30,684	35,635	40,410	26
310.00 Dir Comp Ctr Ope/Adm	45,693	36,164	41,096	47,469	54,783	29
310.10 Assc Dir CC Opr/Adm	37,600	36,312	36,468	38,733	44,456	6
312.00 Chf Phys Plnt/Fac	48,469	38,858	45,500	50,034	55,000	76
312.10 Assc Dir Phys Plnt	36,000	31,431	35,264	37,644	48,000	29
312.20 Mgr Landscape/Grnds	29,791	25,070	27,941	30,696	36,000	17
312.30 Mgr Bldg Mnt Trades	31,352	24,940	30,000	34,222	40,074	14
312.40 Mgr Tech Trades	31,370	28,660	30,739	32,000	33,343	6
312.50 Mgr Custodial Srv	28,243	23,000	26,375	28,709	35,173	26
312.60 Mgr Power Plant	*	*	*	*	*	2
313.00 Comptroller	50,000	44,500	48,397	52,033	60,000	39
313.10 Manager Payroll	28,896	25,235	28,480	31,659	34,301	28
314.00 Dir Accounting	40,777	36,849	40,000	42,543	45,204	21
314.10 Staff Accountant-Hi	32,091	27,183	30,553	33,414	38,383	31
315.00 Bursar	37,029	31,816	35,424	38,487	48,141	10

*3 cases or less

TABLE 27
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $13 - $24 MILLION

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
316.00 Dir Purchasing	35,491	30,439	34,633	37,574	42,140	46
316.10 Assc Dir Purchasing	27,825	26,044	27,536	32,200	37,157	7
317.00 Dir Bookstore	34,184	26,502	31,152	36,108	42,887	45
317.10 Assc Dir Bookstore	22,381	21,100	22,278	23,630	27,855	15
318.00 Dir Internal Audit	35,413	33,000	35,000	39,826	40,596	8
319.00 Dir Aux Services	48,771	39,450	40,824	51,528	52,806	11
319.10 Mgr Mail Services	21,569	16,663	18,765	22,530	30,303	23
320.00 Dir Campus Security	32,369	26,160	30,015	33,654	45,296	39
321.00 Dir Risk Mgmt/Ins	*	*	*	*	*	3
EXTERNAL AFFAIRS						
401.00 Chief Development Off	57,475	45,640	54,192	60,783	70,577	31
401.10 Dir Annual Giving	28,170	23,690	27,040	29,300	35,000	4
401.20 Dir Corp/Fndtn Rel	45,189	27,810	39,181	47,940	55,000	14
401.30 Coord Res Dev	35,400	25,628	31,482	39,200	48,867	5
402.00 Chf Public Rel Off	40,027	35,984	38,227	42,000	46,975	38
403.00 Chf Dev/Pub Rel Off	46,176	41,562	45,000	46,324	53,420	7
404.00 Dir Alumni Affairs	33,885	24,179	32,760	35,010	47,816	8
405.00 Dir Dev/Alumni Aff	42,963	34,739	40,925	45,000	54,505	8
406.00 Dir Major Gifts	*	*	*	*	*	2
408.00 Dir Community Serv	46,169	40,000	44,992	48,696	57,204	17
409.00 Dir Publications	37,513	24,000	36,269	38,791	43,989	9
409.10 Assc Dir Publcatns	28,266	21,000	28,120	28,411	34,506	8
409.20 Mgr Printing Srv	26,573	21,802	26,160	28,261	31,596	16
410.00 Dir Info Office	37,300	31,213	36,600	42,288	46,500	27
411.00 Dir News Bureau	*	*	*	*	*	2
STUDENT SERVICES						
501.00 Chf Student Aff Off	63,742	57,000	62,353	66,536	72,612	74
501.10 Assc Chf Stud Aff Off	43,353	39,000	42,705	44,000	50,256	6
501.50 Dean of Students	53,972	46,680	52,943	56,250	62,000	21
502.00 Chief Admissions Off	49,247	38,100	43,000	50,000	58,000	11
502.10 Assc Dir Admissions	33,280	26,500	32,897	34,723	40,830	11
502.20 Admissions Counselor	30,295	26,171	28,808	32,000	39,447	34
502.30 Academic Advisor	33,394	29,517	30,834	33,589	35,117	16
503.00 Dir Adm & Registrar	51,210	41,948	45,368	53,000	55,200	36
504.00 Registrar	42,000	34,228	37,830	45,972	51,090	39
504.10 Assc Registrar	27,948	23,393	27,195	28,500	30,658	8
504.20 Asst Registrar	27,530	23,452	25,658	27,622	35,622	9
505.00 Dir Adm/Fin Aid	57,766	49,036	49,092	61,011	65,000	7
506.00 Dir Student Fin Aid	43,984	38,544	42,140	47,206	51,336	75
506.10 Assc Dir Std Fin Aid	31,522	26,022	29,755	32,626	35,882	22
507.00 Dir Food Services	33,636	24,000	33,430	35,999	40,999	13
507.10 Assc Dir Food Serv	20,622	16,800	20,544	20,700	27,500	4
508.00 Dir Student Housing	32,675	22,348	31,355	33,205	36,185	10
508.10 Assc Dir Std Housing	20,500	19,400	20,250	23,609	28,239	5
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	31,300	22,500	24,838	33,961	42,907	7
509.00 Dir Union/Std Act	45,292	41,624	42,500	47,350	50,024	7
510.00 Dir Foreign Students	42,230	37,710	39,000	43,500	45,379	7
511.00 Dir Student Union	*	*	*	*	*	2
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	35,000	26,889	33,097	38,835	47,037	39
513.00 Dir Career Dev/Plcmt	39,213	33,100	36,782	41,148	46,839	48
514.00 Dir Std Counseling	45,500	39,000	43,000	47,699	55,357	51
514.10 Assc Dir Std Cnslg	39,001	19,800	36,468	41,534	53,046	4
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	29,949	26,811	29,038	34,046	37,220	16
517.00 Dir Campus Ministries	*	*	*	*	*	2
518.00 Dir Athletics	45,510	36,250	43,525	48,839	54,025	44
519.00 Dir Sports Info	*	*	*	*	*	2
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec/Intrmrl	28,645	22,000	22,226	37,377	42,186	7
523.00 Chief Enrollment Mgmt	52,268	41,534	42,806	59,055	62,283	7
524.00 Dir Minority Affairs	42,941	38,500	40,224	45,657	48,650	8
525.00 Dir Conferences	43,608	41,911	43,054	44,302	46,789	5

*3 cases or less

TABLE 28
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $24 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
EXECUTIVE						
101.00 CEO/System	115,000	100,777	105,596	116,788	124,587	34
101.10 Asst to CEO/System	55,684	43,234	51,939	62,012	70,342	15
102.00 CEO/Single Inst	101,535	94,000	99,500	105,335	115,700	63
102.10 Asst to CEO/Single	58,080	45,096	55,068	61,338	67,700	23
103.00 Exec Vice Pres	86,028	81,442	84,679	94,534	102,900	19
ACADEMIC						
201.00 Chief Acad Off	82,799	75,227	80,108	85,293	94,534	77
201.10 Assc Chief Acad Off	65,093	62,059	64,190	70,523	78,934	20
202.00 Chf Hlth Prof Off	59,047	49,197	58,869	62,700	68,998	7
203.00 Dir Library Serv	54,860	48,139	52,195	58,630	65,266	55
203.20 Acquisitns Librarian	41,939	34,970	40,875	43,467	58,096	18
203.30 Chf Tech Serv Libm	42,548	35,475	41,174	45,784	50,576	31
203.40 Chf Public Serv Libm	41,200	33,358	39,520	42,239	50,610	19
203.50 Reference Librarian	46,140	35,386	43,114	48,818	54,545	35
203.60 Catalog Librarian	40,711	32,313	34,675	43,730	49,487	16
204.00 Dir Instit Research	55,650	45,177	51,930	57,582	63,585	71
204.10 Assc Dir Inst Res	52,774	40,000	47,847	53,064	62,873	13
205.00 Dir Educ Media Serv	49,496	40,441	47,652	51,822	61,270	35
206.00 Dir Learning Res Ctr	56,589	48,600	54,176	63,125	72,161	48
207.00 Dir Internatl Educ	*	*	*	*	*	2
207.10 Dir Internatl Std Ed	52,766	43,776	49,783	53,106	55,698	5
208.00 Dir Comp Ctr Opr/Acad	53,125	40,740	50,958	62,060	72,096	28
208.10 Assc Dir CC Opr/Acad	54,344	43,637	53,752	54,935	69,622	8
209.00 Dir Spons Res & Prog	55,600	38,532	49,532	58,681	67,749	23
211.00 Dean,Agriculture	58,468	39,150	49,828	67,108	71,255	4
212.00 Dean,Arts & Letters	64,585	57,401	60,000	72,218	79,164	13
213.00 Dean,Arts & Sciences	69,630	61,272	67,141	70,308	75,383	26
214.00 Dean,Business	66,407	55,788	63,362	68,336	72,971	55
215.00 Dean,Communications	73,287	57,604	71,289	75,107	80,341	10
216.00 Dean,Continuing Ed	68,592	61,334	65,408	72,270	76,783	37
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	76,674	59,873	76,412	76,937	80,873	6
219.00 Dean,Engineering	64,385	55,625	63,313	66,516	75,847	18
221.00 Dean,Extension	73,633	65,851	73,248	75,582	78,500	9
222.00 Dean,Fine Arts	62,356	54,484	61,431	65,174	72,687	10
224.00 Dean,Hlth-Rltd Prof	64,838	56,000	62,117	68,252	73,950	44
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	64,150	57,823	63,478	65,724	74,646	26
227.00 Dean,Instruction	68,369	63,736	65,356	70,869	72,952	11
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	59,406	47,010	47,762	71,050	73,573	6
230.00 Dean,Mathematics	67,684	60,856	65,644	69,390	71,381	20
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	58,387	52,502	54,750	59,800	65,433	17
234.00 Dean,Occ Std/Voc Ed	63,570	57,550	62,000	65,867	73,483	41
237.00 Dean,Sciences	71,240	61,764	67,936	72,645	76,974	20
238.00 Dean,Social Sciences	70,951	56,454	66,341	72,100	74,268	24
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	61,307	49,500	56,289	62,356	66,180	16
243.00 Dir Continuing Educ	56,228	45,696	53,106	59,390	72,041	34
ADMINISTRATIVE						
301.00 Chief Business Off	79,000	69,000	78,350	85,696	93,349	77
301.01 Chief Admin Off	75,839	62,989	73,941	78,957	89,995	15
301.02 Chief Financial Off	73,510	59,000	71,208	75,169	78,500	39
301.10 Dir Env Health/Safety	51,956	45,879	50,898	52,314	62,634	11
301.20 Dir Telecommunic	47,700	41,969	44,412	51,360	59,510	17
302.00 Chief Planning Off	73,808	61,950	73,639	80,000	87,484	23
303.00 Chief Budgeting Off	57,816	48,623	52,337	64,200	70,000	27
303.10 Assc Budget Dir	43,540	39,562	40,430	47,552	56,310	12
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	69,199	61,671	68,375	72,156	77,893	10
305.10 Staff Attorney	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	66,402	52,397	61,589	71,659	79,531	67
306.10 Assc Dir Pers/HR	51,956	44,150	48,241	55,472	62,678	27
306.20 Manager Benefits	36,144	30,137	33,803	38,403	45,909	30
306.30 Manager Training-Dev	46,372	38,126	42,700	49,685	55,166	16
306.40 Manager Empl Relatns	*	*	*	*	*	2
306.50 Manager Labor Rel	55,091	46,399	54,305	67,577	81,259	5
306.60 Manager Employment	39,042	34,476	35,680	41,510	47,878	22
306.70 Mgr Wage-Sal/Mgr Comp	40,948	33,690	40,000	43,584	54,564	9
306.80 Mgr Personnel Inf Sys	38,760	28,752	36,201	38,864	44,375	9
307.00 Dir AA/EEO	50,854	44,358	48,590	52,213	59,994	34
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers/AA	53,696	44,000	52,996	58,100	73,575	18
309.00 Chief Inform Sys Off	66,800	57,042	63,900	69,226	75,290	60
309.10 Assc Dir Computer Ctr	54,612	46,004	50,844	56,000	62,767	16
309.20 Data Base Admin	51,092	44,125	48,053	55,544	60,719	24
309.30 Sys Analyst-Hi	43,446	37,932	42,000	47,250	53,098	43
309.50 Prog Analyst-Hi	41,976	36,388	40,896	42,972	47,016	54
310.00 Dir Comp Ctr Opr/Adm	56,516	49,790	52,780	58,427	63,609	35
310.10 Assc Dir CC Opr/Adm	48,088	41,098	43,014	53,886	57,955	16
312.00 Chf Phys Plnt/Fac	59,106	50,610	56,796	61,531	66,631	79
312.10 Assc Dir Phys Plnt	46,076	39,864	42,700	52,396	56,597	42
312.20 Mgr Landscape/Grnds	33,126	29,010	30,160	36,251	40,775	27
312.30 Mgr Bldg Mnt Trades	42,021	35,962	41,542	44,182	49,373	22
312.40 Mgr Tech Trades	39,613	31,037	37,569	40,125	42,200	14
312.50 Mgr Custodial Srv	36,262	27,835	34,076	39,844	43,926	32
312.60 Mgr Power Plant	41,187	34,106	38,350	44,920	54,890	12
313.00 Comptroller	59,328	49,052	54,065	63,846	67,749	41

*3 cases or less

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TABLE 28
SALARY PERCENTILES
TWO-YEAR INSTITUTIONS WITH BUDGETS OF $24 MILLION OR MORE

CUPA 1994-95 ADCOMP SURVEY	Median Salary in $	20th Percentile in $	40th Percentile in $	60th Percentile in $	80th Percentile in $	Number of Cases
313.10 Manager Payroll	37,400	30,925	35,122	39,510	44,628	53
314.00 Dir Accounting	50,000	38,542	47,929	51,780	55,766	39
314.10 Staff Accountant-Hb	37,852	33,186	36,322	39,370	45,625	55
315.00 Bursar	45,194	36,785	43,487	47,248	58,958	29
315.10 Assc Bursar	35,014	34,018	34,828	35,200	39,498	6
316.00 Dir Purchasing	47,937	39,066	44,403	50,847	58,222	60
316.10 Assc Dir Purchasing	39,552	28,104	37,431	40,875	48,516	14
317.00 Dir Bookstore	43,250	36,491	40,741	44,888	49,583	43
317.10 Assc Dir Bookstore	36,911	27,439	33,674	39,908	45,432	15
318.00 Dir Internal Audit	42,134	36,200	41,335	47,980	57,560	29
319.00 Dir Aux Services	53,625	45,050	49,804	59,900	63,324	23
319.10 Mgr Mail Services	27,005	23,890	25,668	29,640	33,001	25
320.00 Dir Campus Security	43,475	35,139	42,171	46,101	52,381	60
321.00 Dir Risk Mgmt/Ins	51,823	49,716	50,724	52,922	54,411	6
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	69,444	52,100	64,227	70,627	78,616	36
401.10 Dir Annual Giving	45,368	34,790	39,720	46,291	53,202	7
401.20 Dir Corp/Fndtn Rel	50,880	40,560	47,100	53,809	64,024	15
401.30 Coord Res Dev	43,818	38,300	42,110	44,000	52,324	11
401.40 Dir Planned Giving	*	*	*	*	*	1
402.00 Chf Public Rel Off	53,842	44,544	52,350	55,877	66,800	50
402.10 Dir Govt/Leg Rel	64,238	55,577	60,163	64,881	73,370	5
403.00 Chf Dev/Pub Rel Off	64,679	55,188	60,000	67,810	87,476	11
404.00 Dir Alumni Affairs	34,420	29,715	32,461	36,379	42,666	8
405.00 Dir Dev/Alumni Aff	54,296	31,350	48,000	54,792	57,840	9
406.00 Dir Major Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	55,698	45,358	51,889	61,755	73,619	20
409.00 Dir Publications	45,287	40,251	44,312	50,468	55,555	28
409.10 Assc Dir Publicatns	38,491	30,546	36,050	40,932	51,787	8
409.20 Mgr Printing Srv	34,884	28,618	33,134	39,700	45,910	36
410.00 Dir Info Office	44,147	35,821	41,901	45,453	54,687	26
411.00 Dir News Bureau	31,322	23,099	30,500	32,144	35,129	8
STUDENT SERVICES						
501.00 Chf Student Aff Off	73,571	64,528	70,000	78,128	85,320	67
501.10 Assc Chf Stud Aff Off	61,215	48,406	59,485	65,000	75,135	9
501.50 Dean of Students	65,493	54,779	63,648	70,308	75,048	11
502.00 Chief Admissions Off	54,400	46,602	50,178	59,129	66,351	40
502.10 Assc Dir Admissions	38,281	30,518	37,117	40,493	51,157	20
502.20 Admissions Counselor	33,586	27,580	30,626	35,580	41,822	23
502.30 Academic Advisor	36,425	31,431	35,401	37,770	41,597	15
503.00 Dir Adm & Registrar	55,869	48,076	52,750	57,571	67,037	30
504.00 Registrar	55,235	42,354	49,325	57,200	63,589	58
504.10 Assc Registrar	35,159	31,900	34,819	39,721	48,291	16
504.20 Asst Registrar	39,498	27,168	37,057	41,673	45,866	25
505.00 Dir Adm/Fin Aid	62,253	50,954	60,720	68,903	76,875	5
506.00 Dir Student Fin Aid	49,032	41,540	45,683	52,408	58,417	77
506.10 Assc Dir Std Fin Aid	35,654	32,144	35,370	38,500	46,052	24
507.00 Dir Food Services	40,478	35,538	38,000	43,208	52,539	16
507.10 Assc Dir Food Serv	36,725	25,565	26,400	37,600	47,800	7
508.00 Dir Student Housing	38,161	28,172	32,822	43,500	48,932	4
508.10 Assc Dir Std Housing	*	*	*	*	*	2
508.30 Housing Off/Res Life	*	*	*	*	*	1
509.00 Dir Union/Std Act	47,807	26,681	42,500	53,114	72,945	8
510.00 Dir Foreign Students	37,423	23,671	29,911	37,628	60,564	7
511.00 Dir Student Union	*	*	*	*	*	1
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	41,934	33,415	38,141	46,121	54,854	62
513.00 Dir Career Dev/Plcmt	47,952	38,245	46,381	50,390	55,919	47
514.00 Dir Std Counseling	56,077	43,800	51,493	60,213	69,665	48
514.10 Assc Dir Std Cnslg	53,714	42,029	53,000	54,428	55,008	6
515.00 Dir Std Hlth-Physicn	52,474	40,131	46,737	55,615	71,153	5
516.00 Dir Std Hlth-Nurse	39,350	29,713	37,674	40,733	52,994	21
518.00 Dir Athletics	58,445	44,876	52,597	62,872	66,412	40
519.00 Dir Sports Info	37,253	28,652	36,018	38,487	46,896	8
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	*	*	*	*	*	3
522.00 Dir Campus Rec/Intrmrl	36,375	24,896	33,390	39,136	41,247	14
523.00 Chief Enrollment Mgmt	51,500	40,146	48,388	54,245	72,511	9
524.00 Dir Minority Affairs	36,140	29,000	33,010	36,441	56,200	11
525.00 Dir Conferences	36,314	29,427	34,361	37,052	43,772	10

*3 cases or less

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES
FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO/System	168,504	4.0	33	142,800	4.0	5	117,350	6.0	28	*	5.5	2
101.10 Asst to CEO/System	83,688	9.0	11	77,000	4.0	11	*	4.0	3	*	5.0	1
102.00 CEO/Single Inst	155,500	6.0	114	138,800	4.0	12	114,400	6.0	216	105,000	4.0	41
102.10 Asst to CEO/Single	82,363	5.0	33	68,136	4.5	54	62,600	5.0	69	48,816	4.0	68
103.00 Exec Vice Pres	136,400	4.0	35	*	3.0	3	81,958	3.5	32	87,000	5.5	6
ACADEMIC												
201.00 Chief Acad Off	130,164	4.0	108	121,500	3.0	27	92,352	4.0	187	91,184	3.0	56
201.10 Assc Chief Acad Off	94,464	4.0	49	82,795	3.0	23	75,000	3.0	63	67,275	4.0	34
202.00 Chf Hlth Prof Off	215,451	6.5	30	*	*		112,000	5.0	9	*	*	
203.00 Dir Library Serv	88,725	8.0	95	86,800	4.0	63	63,432	9.0	135	56,000	6.0	120
203.20 Acquistns Librarian	44,523	10.0	31	43,000	5.0	74	41,920	12.0	40	33,307	6.5	106
203.30 Chf Tech Serv Librn	60,375	6.0	38	54,030	7.0	69	43,297	7.5	46	39,246	8.0	110
203.40 Chf Public Serv Librn	57,597	7.0	31	58,000	6.0	58	38,000	7.0	39	38,884	7.0	93
203.50 Reference Librarian	46,523	5.0	23	43,270	5.0	72	41,108	12.0	46	33,660	7.5	136
203.60 Catalog Librarian	42,860	6.5	20	42,688	4.0	47	35,510	6.5	26	32,333	7.0	86
204.00 Dir Instit Research	66,231	6.0	66	61,261	5.0	41	54,439	6.0	99	47,100	5.0	64
204.10 Assc Dir Inst Res	50,262	6.0	23	44,304	3.0	14	42,364	4.0	19	36,292	3.0	16
205.00 Dir Educ Media Serv	57,784	8.0	67	51,250	8.0	17	42,348	9.0	104	38,800	5.0	27
206.00 Dir Learning Res Ctr	55,222	9.0	21	50,772	5.0	22	51,415	11.0	33	33,942	5.0	49
207.00 Dir Internatl Educ	74,609	5.5	36	47,616	10.0	13	56,013	7.0	34	41,690	4.0	16
207.10 Dir Internatl Std Ed	70,800	4.0	26	39,117	4.0	15	51,193	7.0	27	40,876	2.5	10
208.00 Dir Comp Ctr Opr/Acad	75,643	6.0	66	64,350	3.5	10	55,200	7.0	82	47,705	3.0	25
208.10 Assc Dir CC Opr/Acad	68,450	9.0	35	51,170	2.0	6	47,513	6.0	29	41,964	5.0	13
209.00 Dir Spons Res & Prog	74,153	8.0	73	64,908	6.0	41	61,200	6.0	59	45,945	5.0	44
210.00 Dean,Architecture	102,900	4.0	36	*	1.0	3	70,963	2.0	4	*	*	
211.00 Dean,Agriculture	113,850	6.0	36	*	1.0	1	77,957	6.0	7	*	*	
212.00 Dean,Arts & Letters	104,172	5.0	18	126,117	3.0	4	76,465	5.0	26	66,000	4.0	7
213.00 Dean,Arts & Sciences	104,030	4.0	80	106,428	3.0	15	81,275	5.0	99	77,314	3.0	31
214.00 Dean,Business	122,986	4.0	119	114,222	2.0	4	86,528	4.0	163	78,572	4.5	16
215.00 Dean,Communications	103,093	7.0	23	75,000	2.5	6	71,035	3.0	11	*	6.5	2
216.00 Dean,Continuing Ed	92,613	7.0	46	82,456	6.0	23	73,794	5.5	56	62,232	5.0	30
217.00 Dean,Dentistry	147,225	3.0	29	*	*		*	8.5	2	*	*	
218.00 Dean,Education	103,040	4.0	87	92,410	4.0	22	78,000	5.0	101	76,055	4.5	44
219.00 Dean,Engineering	128,022	6.0	91	*	12.0	1	95,580	6.0	43	67,499	4.0	4
221.00 Dean,Extension	101,500	8.0	22	*	3.0	3	67,599	5.5	4	*	7.5	2
222.00 Dean,Fine Arts	97,034	5.0	35	102,020	3.0	7	74,022	6.0	39	79,324	2.0	9
223.00 Dean,Graduate Program	98,476	5.0	90	96,193	2.0	20	72,550	5.0	96	68,598	5.0	41
224.00 Dean,Hlth-Rltd Prof	100,560	7.5	20	90,700	4.0	12	81,783	5.0	21	75,000	3.0	17
225.00 Dean,Home Economics	*	5.0	2	97,450	6.0	22	*	7.0	1	*	5.5	2
226.00 Dean,Humanities	109,227	3.5	14	88,950	2.0	4	70,000	3.5	24	77,897	5.0	9
227.00 Dean,Instruction	*	14.0	1	*	2.0	1	*	*		*	*	
228.00 Dean,Law	141,850	4.0	59	136,000	5.0	6	135,000	5.0	22	*	5.0	3
229.00 Dean,Lib & Inf Sci	90,590	7.0	17	98,700	6.0	15	70,763	6.5	16	70,974	3.0	9
230.00 Dean,Mathematics	77,844	3.0	6	*	*		65,682	6.0	7	*	8.0	2
231.00 Dean,Medicine	227,500	6.0	41	*	1.0	1	193,546	5.5	8	*	*	
232.00 Dean,Music	100,000	4.5	22	*	2.0	3	76,900	7.0	15	*	4.0	3
233.00 Dean,Nursing	*	*		105,000	5.0	65	*	21.0	1	75,800	5.0	55
234.00 Dean,Occ Std/Voc Ed	86,704	4.0	5	*	5.0	3	74,907	8.0	26	*	4.0	3
235.00 Dean,Pharmacy	115,927	7.0	29	*	*		105,000	4.5	6	*	*	
236.00 Dean,Public Health	147,459	4.5	12	*	2.0	3	*	15.0	1	*	*	
237.00 Dean,Sciences	114,740	4.0	31	*	3.0	2	75,817	5.0	55	*	3.5	2
238.00 Dean,Social Sciences	111,645	6.0	16	*	1.0	1	82,320	9.0	22	64,465	5.0	5
239.00 Dean,Social Work	104,000	5.0	22	100,000	5.0	18	75,000	4.0	8	*	5.0	2
240.00 Dean,Special Programs	*	10.0	1	74,000	7.0	5	75,200	3.0	7	71,525	11.0	7
241.00 Dean,Undergrad Prog	98,056	4.0	17	83,000	2.0	14	71,040	8.0	17	68,725	3.5	8
242.00 Dean,Veterinary Med	125,017	7.5	18	*	*		*	*		*	*	
243.00 Dir Continuing Educ	76,427	6.5	34	58,356	3.0	12	53,058	6.0	47	44,521	3.0	41
ADMINISTRATIVE												
301.00 Chief Business Off	113,896	7.0	116	107,000	4.0	11	85,263	6.0	210	73,000	3.0	27
301.01 Chief Admin Off	102,400	5.0	41	121,457	2.5	4	80,427	7.0	42	70,086	3.0	10
301.02 Chief Financial Off	95,004	4.0	62	104,906	4.5	8	77,259	7.0	91	60,000	4.0	19
301.10 Dir Env Health/Safety	66,110	6.0	99	55,040	5.0	13	43,880	4.0	49	44,368	3.0	16
301.20 Dir Telecommunic	61,500	7.0	87	57,083	5.0	29	46,611	6.0	83	43,830	6.0	25
302.00 Chief Planning Off	96,624	5.0	19	93,619	4.0	8	72,499	7.0	24	64,351	6.0	8
303.00 Chief Budgeting Off	71,900	6.0	74	70,077	4.0	39	60,008	8.0	59	50,789	5.0	39
303.10 Assc Budget Dir	62,564	7.0	29	50,831	3.5	40	45,018	5.0	20	37,974	4.0	35
304.00 Chief Plan-Budgt Off	90,000	7.0	25	87,025	4.5	6	68,100	12.0	17	56,900	6.0	7
305.00 General Counsel	95,348	8.0	67	85,950	7.0	27	70,277	8.0	27	75,000	3.0	15
305.10 Staff Attorney	70,000	5.0	15	60,000	2.0	18	44,290	3.5	4	*	1.5	3
306.00 Chf Personnel/HR Off	73,875	6.0	81	77,903	4.0	66	58,500	9.0	107	50,508	5.0	123
306.10 Assc Dir Pers/HR	61,800	7.0	30	50,000	3.0	41	46,402	6.0	17	41,362	5.0	64
306.20 Manager Benefits	50,225	7.0	18	46,141	5.0	83	40,919	4.0	16	32,000	4.0	109
306.30 Manager Training-Dev	50,210	4.0	15	43,470	4.0	61	35,944	6.0	5	33,651	4.0	30
306.40 Manager Empl Relatns	55,736	5.0	18	41,739	4.0	27	42,432	4.5	4	35,780	4.5	12
306.50 Manager Labor Rel	57,306	6.5	28	59,184	3.5	6	55,100	1.0	5	*	7.0	1
306.60 Manager Employment	46,250	5.0	27	41,059	5.0	62	32,979	2.5	10	33,435	6.0	49
306.70 Mgr Wage-Sal/Mgr Comp	44,874	3.0	25	44,196	5.0	60	37,394	5.0	17	31,706	4.0	21
306.80 Mgr Personnel Inf Sys	47,688	7.5	26	40,991	5.0	35	44,472	8.0	7	30,456	5.0	23
307.00 Dir AA/EEO	65,407	6.0	41	59,500	5.0	72	55,502	4.0	35	47,575	5.0	63
307.10 Assc Dir AA/EEO	40,500	4.0	9	38,604	3.0	23	*	1.0	1	35,000	5.5	8
308.00 Dir Pers/AA	61,400	9.0	4	54,750	5.0	6	50,076	4.0	11	45,600	6.0	21
309.00 Chief Inform Sys Off	87,235	7.0	99	94,502	2.0	14	67,157	7.0	151	64,875	3.0	17
309.10 Assc Dir Computer Ctr	70,700	7.0	11	*	6.0	3	50,254	8.0	57	45,180	7.5	8
309.20 Data Base Admin	55,000	8.0	50	51,230	5.0	18	41,150	6.0	55	39,120	6.0	22
309.30 Sys Analyst-Hi	43,358	7.0	24	47,000	5.0	9	41,457	6.5	74	38,125	6.5	26
309.50 Prog Analyst-Hi	37,300	6.0	15	39,539	8.0	13	36,352	6.0	70	34,550	5.5	40

*3 cases or less

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES
FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310 00 Dir Comp Ctr Ope/Adm	74,952	7.5	74	66,000	3.5	14	55,278	7.0	105	47,862	5.0	32
310 10 Assc Dir CC Ope/Adm	60,655	7.0	30	64,055	5.5	8	46,672	6.0	41	44,407	6.5	10
312 00 Chf Phys Plnt/Fac	80,610	6.0	143	82,000	3.0	5	57,973	6.0	258	*	3.0	2
312 10 Assc Dir Phys Plnt	61,622	6.0	89	*	2.5	2	44,651	6.0	113	*	6.0	1
312 20 Mgr Landscape/Grnds	41,993	8.0	109	46,690	4.0	7	34,425	8.0	146	35,000	5.0	10
312 30 Mgr Bldg Mnt Trades	50,392	5.0	90	*	4.5	1	38,070	7.0	119	*	7.0	1
312 40 Mgr Tech Trades	47,700	5.0	43	*	*		39,500	6.0	57	*	7.0	1
312 50 Mgr Custodial Srv	43,113	6.0	93	42,524	4.0	18	33,355	6.0	118	30,009	5.0	36
312 60 Mgr Power Plant	48,972	6.0	91	*	2.0	1	39,229	7.0	77	*	*	
313 00 Comptroller	81,440	8.0	97	74,250	5.0	35	57,413	8.0	116	50,010	4.0	62
313 10 Manager Payroll	47,435	8.0	61	41,004	6.0	78	35,705	6.0	27	31,825	7.0	134
314 00 Dir Accounting	60,950	7.0	73	54,300	5.0	38	49,426	8.0	77	40,550	4.0	58
314 10 Staff Accountant-Hr	42,377	5.0	19	33,899	5.0	21	37,320	4.0	47	32,000	6.0	86
315 00 Bursar	56,000	9.0	53	52,900	5.0	45	43,858	6.0	57	37,861	7.0	68
315 10 Assc Bursar	43,108	5.0	17	39,455	6.0	11	32,666	6.5	6	32,413	4.0	20
316 00 Dir Purchasing	60,000	7.0	112	53,538	3.0	38	44,312	7.0	140	37,219	7.0	64
316 10 Assc Dir Purchasing	46,256	6.0	44	47,600	4.0	28	37,399	8.0	23	30,096	6.0	36
317 00 Dir Bookstore	53,000	7.5	62	43,708	3.0	22	41,305	8.0	73	32,887	5.5	50
317 10 Assc Dir Bookstore	39,158	5.5	24	41,954	5.0	16	29,882	4.0	20	27,581	5.0	17
318 00 Dir Internal Audit	66,250	10.0	90	57,235	4.0	38	48,715	6.0	41	41,110	4.0	41
319 00 Dir Aux Services	70,088	7.0	66	67,420	3.0	13	55,251	8.5	76	51,500	6.8	16
319 10 Mgr Mail Services	34,161	8.0	80	32,106	4.0	36	27,433	6.0	89	23,878	5.0	60
320 00 Dir Campus Security	57,996	6.0	138	60,989	3.0	13	42,425	7.0	215	43,230	5.5	16
321 00 Dir Risk Mgmt/Ins	63,096	6.0	60	52,172	4.5	24	46,251	7.0	18	36,231	6.5	10
322 00 Admin Hosp Med Ctr	177,299	8.0	21	*	6.0	1	*	8.0	2	*	*	
322 10 Dir Med Ctr Pub Rel	75,000	8.0	11	62,100	5.0	16	*	12.0	1	*	7.0	1
322 20 Dir Med Ctr Pers	78,275	5.0	11	70,040	5.5	12	*	17.0	1	*	*	
EXTERNAL AFFAIRS												
401 00 Chief Developmnt Off	101,554	4.0	86	98,700	3.0	22	77,858	4.0	155	70,610	3.0	46
401 10 Dir Annual Giving	52,050	4.0	33	45,125	2.0	52	42,500	2.0	48	37,616	3.0	73
401 20 Dir Corp/Fndtn Rel	67,690	3.0	32	58,000	3.0	39	52,839	3.0	37	45,675	3.0	44
401 30 Coord Res Dev	42,400	3.5	22	39,988	3.0	38	34,870	3.0	14	32,575	4.0	44
401 40 Dir Planned Giving	66,577	4.0	53	57,601	4.0	31	50,508	4.0	49	48,000	2.5	24
402 00 Chf Public Rel Off	84,387	5.0	64	71,713	4.0	29	53,012	5.5	78	47,850	5.0	78
402 10 Dir Govt/Leg Rel	82,014	5.5	48	83,102	4.0	32	62,872	4.0	19	69,401	4.0	6
403 00 Chf Dev/Pub Rel Off	111,092	4.0	34	100,220	3.0	11	83,378	5.0	45	75,000	3.0	11
404 00 Dir Alumni Affairs	69,282	7.0	70	51,500	4.0	59	45,976	6.0	80	38,486	4.0	129
405 00 Dir Dev/Alumni Aff	81,846	3.0	15	60,000	5.0	4	56,228	5.0	21	46,000	3.0	11
406 00 Dir Major Gifts	63,345	4.0	26	65,256	2.0	20	53,676	2.0	17	41,558	2.0	19
407 00 Dir Church Relations	*	2.0	3	*	*		49,084	5.0	19	*	7.0	1
408 00 Dir Community Serv	48,034	7.0	9	49,803	2.5	14	56,842	2.0	6	33,059	2.0	15
409 00 Dir Publications	49,692	7.0	45	50,394	5.0	63	43,170	7.5	46	37,923	5.0	77
409 10 Assc Dir Publicatns	39,426	7.0	5	36,603	5.0	33	30,890	3.5	16	30,000	4.0	27
409 20 Mgr Printing Srv	47,700	6.0	87	39,975	6.0	17	35,500	9.0	100	30,000	9.0	32
410 00 Dir Info Office	58,245	5.0	41	54,106	5.0	35	43,411	6.0	49	37,000	4.0	45
411 00 Dir News Bureau	44,723	7.0	27	46,299	4.0	27	37,138	5.0	31	33,000	3.0	43
STUDENT SERVICES												
501 00 Chf Student Aff Off	100,388	7.0	101	96,300	4.5	40	76,250	7.0	165	72,000	4.0	70
501 10 Assc Chf Stud Aff Off	73,520	6.0	36	67,206	4.0	18	55,308	7.0	43	48,080	5.0	30
501 50 Dean of Students	69,300	4.0	44	67,064	5.0	26	54,125	6.0	75	50,388	5.0	43
502 00 Chief Admissions Off	74,150	6.0	73	58,922	5.0	51	53,841	7.0	137	48,850	4.0	60
502 10 Assc Dir Admissions	45,223	6.5	34	42,500	4.0	42	37,489	5.0	63	34,665	4.0	88
502 20 Admissions Counselor	27,793	2.0	7	27,750	4.0	11	26,500	4.0	30	23,975	3.0	57
502 30 Academic Advisor	*	13.0	2	37,027	5.5	12	35,193	7.0	22	31,988	4.0	35
503 00 Dir Adm & Registrar	74,276	10.5	10	69,939	5.0	5	56,176	6.0	21	59,702	6.0	7
504 00 Registrar	65,560	9.0	97	60,500	6.0	43	53,446	8.0	109	43,774	6.0	117
504 10 Assc Registrar	46,956	8.5	40	42,047	4.0	43	41,345	8.0	35	34,118	5.0	62
504 20 Asst Registrar	35,928	5.5	16	31,474	4.0	37	31,835	4.0	19	29,232	4.0	71
505 00 Dir Adm/Fin Aid	84,850	9.0	12	78,357	6.5	4	70,350	2.0	17	54,200	2.5	8
506 00 Dir Student Fin Aid	61,897	10.0	89	60,453	5.0	59	50,087	8.0	137	43,420	5.0	119
506 10 Assc Dir Std Fin Aid	42,237	5.5	38	41,663	4.0	54	37,164	7.0	41	33,413	5.0	128
507 00 Dir Food Services	59,000	7.0	40	56,055	5.0	21	46,554	8.0	43	43,200	6.0	18
507 10 Assc Dir Food Serv	48,044	6.0	19	40,297	6.0	12	43,857	5.0	9	34,859	6.0	11
508 00 Dir Student Housing	61,500	7.0	81	53,007	4.0	40	43,374	6.0	103	42,000	6.0	67
508 10 Assc Dir Std Housing	47,821	6.5	38	41,104	5.0	32	35,000	5.0	42	33,000	4.0	30
508 20 Housing Off/Adm Ope	43,945	7.0	29	41,500	6.0	25	37,202	5.0	21	29,700	4.0	19
508 30 Housing Off/Res Life	43,248	6.0	30	37,092	5.5	32	34,780	3.0	33	30,400	4.0	37
509 00 Dir Union/Std Act	52,153	6.0	25	53,675	6.0	13	45,279	7.0	36	37,933	5.0	21
510 00 Dir Foreign Students	46,900	10.0	43	42,845	7.0	37	39,938	8.0	23	32,100	5.0	48
511 00 Dir Student Union	54,014	8.5	64	44,497	6.0	13	45,150	7.0	62	40,364	4.0	21
511 10 Assc Dir Std Union	38,748	6.0	36	38,881	3.5	20	36,513	7.0	27	32,086	2.0	16
512 00 Dir Std Activities	46,437	5.0	45	41,544	6.5	36	35,000	6.0	80	33,000	4.0	79
513 00 Dir Career Dev/Plcmt	56,784	8.0	64	51,535	5.0	79	44,439	6.0	109	38,356	5.0	132
514 00 Dir Std Counseling	63,081	8.0	86	55,406	5.0	51	50,775	9.0	110	41,080	5.0	93
514 10 Assc Dir Std Cnslg	53,353	6.5	26	46,949	5.0	28	45,619	11.0	17	35,915	4.5	34
515 00 Dir Std Hlth-Physicn	92,300	6.0	62	86,400	4.0	36	81,996	6.0	41	75,504	2.0	19
516 00 Dir Std Hlth-Nurse	*	3.0	1	46,352	7.0	53	33,884	7.0	6	35,700	5.0	147
517 00 Dir Campus Ministries	57,101	5.0	21	60,000	3.0	5	38,414	5.0	50	30,338	4.0	25
518 00 Dir Athletics	92,463	6.0	119	76,147	6.0	5	63,223	6.0	188	52,979	6.0	31
519 00 Dir Sports Info	40,012	7.0	106	34,236	4.0	15	30,008	6.0	176	28,325	3.0	11
520 00 Dir Athletics/Men	70,722	9.0	19	*	*		48,448	9.0	14	*	*	
521 00 Dir Athletics/Women	*	10.0	1	55,624	6.0	40	39,197	9.0	5	45,911	13.0	35
522 00 Dir Campus Rec/Intmrl	53,000	9.0	77	44,984	6.0	31	37,559	8.0	112	34,100	5.0	18
523 00 Chief Enrollment Mgmt	76,100	3.0	25	70,512	3.0	12	67,724	3.0	43	64,627	3.0	18
524 00 Dir Minority Affairs	53,506	6.0	26	44,840	4.0	41	41,318	5.0	46	33,952	4.0	45
525 00 Dir Conferences	55,555	7.0	25	45,175	6.0	28	41,840	6.0	24	33,281	4.5	46

* 3 cases or less

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES
FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO-YEAR INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO/System	100,603	7.0	18	120,000	5.0	6	99,000	7.0	71	93,531	2.8	10
101.10 Asst to CEO/System	*	9.0	1	*	3.0	3	62,012	10.0	9	41,967	9.0	15
102.00 CEO/Single Inst	105,379	7.0	277	107,650	7.0	53	93,318	7.0	207	80,000	5.0	32
102.10 Asst to CEO/Single	57,500	3.0	47	35,940	5.0	106	54,855	9.0	21	34,946	7.0	40
103.00 Exec Vice Pres	70,000	5.0	37	69,618	4.0	9	80,721	7.5	36	56,377	7.5	6
ACADEMIC												
201.00 Chief Acad Off	75,000	5.0	245	77,250	4.0	77	69,040	6.0	177	68,625	3.0	82
201.10 Assc Chief Acad Off	54,750	2.0	57	52,010	3.0	32	62,070	4.0	19	55,000	2.0	11
202.00 Chf Hlth Prof Off	*	*		*	7.0	2	56,406	10.0	4	48,500	5.0	11
203.00 Dir Library Serv	47,097	9.0	189	41,713	7.0	153	49,576	10.0	73	43,867	8.0	125
203.20 Acquistns Librarian	34,257	6.0	25	29,750	9.0	96	31,703	6.0	8	35,774	1..5	38
203.30 Chf Tech Serv Libn	34,661	5.0	55	30,935	10.0	139	38,970	10.0	13	37,716	7.0	65
203.40 Chf Public Serv Libn	36,919	7.0	32	32,508	6.5	90	33,493	7.0	10	37,284	8.0	31
203.50 Reference Librarian	31,699	5.0	49	28,800	6.0	142	35,943	10.0	21	35,966	8.0	59
203.60 Catalog Librarian	30,237	4.5	18	30,700	6.0	67	29,417	4.0	5	32,400	5.0	30
204.00 Dir Instit Research	46,575	6.0	53	43,550	5.0	50	49,776	4.0	86	45,365	3.0	47
204.10 Assc Dir Inst Res	*	1.0	1	27,438	6.0	12	44,470	3.8	10	39,270	4.0	9
205.00 Dir Educ Media Serv	34,002	7.0	99	30,979	7.0	39	43,187	9.0	59	37,958	6.5	18
206.00 Dir Learning Res Ctr	37,000	6.5	32	32,050	5.5	72	52,023	10.0	61	42,355	6.0	68
207.00 Dir Internatl Educ	50,633	4.5	16	40,000	4.0	20	*	4.0	1	*	2.5	2
207.10 Dir Internatl Std Ed	44,720	7.0	9	44,250	3.0	12	*	7.0	3	*	3.0	1
208.00 Dir Comp Ctr Ope/Acad	46,199	5.0	86	34,901	6.5	28	46,812	7.0	50	40,466	4.0	14
208.10 Assc Dir CC Ope/Acad	37,610	5.0	23	32,565	4.5	20	42,808	7.5	12	*	7.0	1
209.00 Dir Spons Res & Prog	42,932	5.0	13	32,377	4.0	30	58,688	5.0	13	42,045	5.0	35
210.00 Dean,Architecture	*	11.0	1	*	*		*	*		*	*	
211.00 Dean,Agriculture	*	6.0	2	*	*		53,170	10.0	11	*	4.0	1
212.00 Dean,Arts & Letters	60,500	4.0	14	*	22.0	3	59,565	5.0	13	53,945	5.0	7
213.00 Dean,Arts & Sciences	61,200	4.0	35	65,110	3.0	13	56,981	6.0	48	56,500	5.0	24
214.00 Dean,Business	60,000	4.0	79	45,520	3.0	11	55,000	6.0	86	55,401	5.0	48
215.00 Dean,Communications	42,020	4.0	10	41,488	2.5	8	52,028	6.0	15	56,360	10.0	11
216.00 Dean,Continuing Ed	56,706	7.0	27	49,852	6.5	26	58,746	7.5	68	55,500	6.5	44
217.00 Dean,Dentistry	*	*		*	2.0	1	*	8.0	1	*	2.0	1
218.00 Dean,Education	51,000	6.5	44	51,936	3.0	25	68,085	9.0	5	50,725	7.0	6
219.00 Dean,Engineering	63,084	4.0	7	*	*		58,212	8.0	41	*	4.5	2
221.00 Dean,Extension	*	5.0	2	*	6.0	1	59,766	6.0	15	62,121	8.0	7
222.00 Dean,Fine Arts	47,860	3.0	22	48,832	4.0	9	56,671	7.0	13	48,000	4.0	8
223.00 Dean,Graduate Program	60,786	5.0	25	45,800	3.0	19	*	*		*	*	
224.00 Dean,Hlth-Rltd Prof	48,838	10.0	6	60,476	5.0	8	60,143	6.0	26	55,267	6.0	64
225.00 Dean,Home Economics	*	*		*	2.0	3	*	3.0	1	*	22.0	2
226.00 Dean,Humanities	46,965	6.0	31	44,033	3.5	10	57,209	7.5	34	53,447	3.0	20
227.00 Dean,Instruction	*	*		*	2.0	1	63,600	6.0	20	61,963	2.0	8
228.00 Dean,Law	130,000	7.0	7	*	*		*	3.0	1	*	2.5	2
229.00 Dean,Lib & Inf Sci	*	8.0	1	*	2.0	1	*	6.0	3	52,000	7.0	7
230.00 Dean,Mathematics	44,250	5.0	16	*	4.0	3	60,595	6.5	24	55,056	4.0	15
232.00 Dean,Music	41,500	7.0	15	*	7.0	2	*	1.0	3	*	*	
233.00 Dean,Nursing	*	*		56,172	6.0	49	*	*		52,241	4.0	59
234.00 Dean,Occ Std/Voc Ed	63,000	6.5	6	*	10.0	1	57,529	6.3	88	55,431	4.0	26
235.00 Dean,Pharmacy	*	9.5	2	*	*		*	*		*	*	
237.00 Dean,Sciences	54,684	6.0	43	53,000	4.5	6	59,398	6.0	40	58,280	2.0	9
238.00 Dean,Social Sciences	48,236	7.5	30	51,387	5.5	16	57,870	6.0	40	55,256	4.0	11
239.00 Dean,Social Work	44,325	6.0	4	40,191	6.0	8	*	3.0	3	*	*	
240.00 Dean,Special Programs	61,060	7.0	12	52,293	5.0	9	52,000	4.0	20	51,118	5.0	26
241.00 Dean,Undergrad Prog	66,750	2.3	4	49,275	4.0	5	50,103	2.5	4	*	7.0	2
243.00 Dir Continuing Educ	45,718	3.0	31	35,220	4.0	40	46,575	5.0	44	43,654	5.0	58
ADMINISTRATIVE												
301.00 Chief Business Off	73,600	8.0	276	60,567	5.0	58	67,873	8.0	237	56,160	5.0	31
301.01 Chief Admin Off	64,930	6.0	31	74,277	7.5	6	70,099	7.0	38	64,500	7.0	10
301.02 Chief Financial Off	60,745	6.0	48	50,000	4.0	25	61,750	6.0	54	51,516	5.5	30
301.10 Dir Env Health/Safety	33,600	3.0	10	34,495	3.0	5	47,229	5.0	12	41,632	2.0	4
301.20 Dir Telecommunic	37,561	5.0	24	28,348	4.0	20	44,301	7.0	22	43,477	3.0	6
302.00 Chief Planning Off	62,682	3.0	18	58,886	5.0	7	73,403	9.0	26	62,487	6.0	15
303.00 Chief Budgeting Off	50,106	6.0	17	45,242	3.0	18	63,562	10.0	23	47,126	5.0	25
303.10 Assc Budget Dir	45,456	8.5	8	39,315	2.5	14	35,758	6.0	8	42,510	4.0	9
304.00 Chief Plan-Budgt Off	57,200	3.0	9	75,000	7.0	4	65,357	9.0	4	*	9.0	2
305.00 General Counsel	*	14.0	1	72,000	8.0	5	63,600	1.0	7	68,573	3.0	8
305.10 Staff Attorney	*	9.5	2	*	3.0	1	*	*		*	6.0	2
306.00 Chf Personnel/HR Off	51,075	6.0	64	39,122	5.0	135	57,989	8.0	75	46,225	6.0	77
306.10 Assc Dir Pers/HR	33,600	4.0	5	35,559	4.0	41	47,376	4.0	9	45,451	4.0	31
306.20 Manager Benefits	*	10.0	3	30,444	5.0	42	41,912	8.5	4	32,685	4.0	38
306.30 Manager Trainng-Dev	*	3.0	1	*	1.0	3	39,128	6.0	5	42,700	4.0	15
306.40 Manager Empl Relatns	*	*		43,975	4.5	4	*	6.0	2	*	3.5	2
306.50 Manager Labor Rel	*	*		*	*		*	*		55,545	8.8	6
306.60 Manager Employment	*	4.0	1	32,283	3.0	11	35,986	5.0	5	38,050	4.0	19
306.70 Mgr Wage-Sal/Mgr Comp	*	*		29,769	1.5	4	40,474	5.0	4	33,921	5.0	6
306.80 Mgr Personnel Inf Sys	29,255	1.5	4	27,479	5.0	8	*	3.0	1	29,623	8.0	8
307.00 Dir AA/EEO	49,416	4.0	7	40,500	3.0	17	52,151	5.0	14	49,777	3.0	23
307.10 Assc Dir AA/EEO	*	15.0	1	*	8.0	1	*	4.0	3	32,009	3.0	4
308.00 Dir Pers/AA	46,869	8.0	5	34,000	5.0	37	53,823	5.0	15	42,800	7.0	57
309.00 Chief Inform Sys Off	51,580	7.0	137	43,274	6.0	23	57,100	7.0	127	41,959	7.0	23
309.10 Assc Dir Computer Ctr	37,293	5.0	37	41,625	5.5	16	44,253	8.0	23	39,500	4.0	5
309.20 Data Base Admin	51,000	5.0	18	33,153	5.0	17	47,318	5.5	28	46,896	7.5	8
309.30 Sys Analyst-Hi	35,757	5.0	61	31,797	4.0	28	40,347	8.5	46	37,932	9.0	27
309.50 Prog Analyst-Hi	31,050	5.0	49	29,156	7.0	43	37,900	6.5	48	33,003	7.0	36
310.00 Dir Comp Ctr Ope/Adm	41,622	7.5	116	37,180	5.0	45	48,156	7.0	80	42,365	6.0	25
310.10 Assc Dir CC Ope/Adm	31,931	4.0	19	30,462	6.0	26	43,922	8.5	22	36,880	10.0	10
312.00 Chf Phys Plnt/Fac	46,834	7.0	270	50,000	4.0	5	47,027	7.0	242	47,600	4.0	4

*5 cases or less

BEST COPY AVAILABLE

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES
FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO-YEAR INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
312.10 Assc Dir Phys Plnt	35,825	6.0	111	30,700	13.0	5	38,770	6.0	93	*	5.0	3
312.20 Mgr Landscape/Grnds	29,616	7.0	126	26,125	4.0	7	30,326	8.0	48	28,762	4.0	9
312.30 Mgr Bldg Mtnr Trades	32,002	6.0	85	*	*		36,083	5.0	42	*	*	
312.40 Mgr Tech Trades	32,880	6.0	40	*	*		36,460	5.0	21	*	*	
312.50 Mgr Custodial Srv	29,467	5.0	112	27,050	6.0	42	28,216	4.0	68	22,340	4.0	9
312.60 Mgr Power Plant	37,229	9.0	35	*	*		35,445	6.0	15	*	*	
313.00 Comptroller	50,500	6.0	127	41,905	6.0	96	50,000	7.0	83	42,783	9.0	51
313.10 Manager Payroll	29,315	2.5	12	26,450	6.0	105	38,770	14.0	13	31,624	7.0	80
314.00 Dir Accounting	41,000	7.0	96	32,540	4.5	48	46,350	7.0	43	36,975	5.0	49
314.10 Staff Accountant-Hi	31,931	5.0	96	26,888	5.0	97	35,950	7.0	43	30,963	4.0	54
315.00 Bursar	44,430	5.5	18	29,548	6.5	68	46,281	6.5	18	34,601	10.0	29
315.10 Assc Bursar	*	4.0	1	24,355	6.0	19	*	3.0	1	34,018	15.0	6
316.00 Dir Purchasing	39,661	6.0	46	31,345	5.0	59	42,250	7.0	61	33,200	6.5	68
316.10 Assc Dir Purchasing	34,250	1.0	4	29,000	5.0	10	40,429	9.5	10	26,202	5.0	17
317.00 Dir Bookstore	33,180	8.0	80	26,000	8.0	147	36,725	8.0	57	26,671	8.0	102
317.10 Assc Dir Bookstore	25,440	3.0	8	21,359	5.0	42	29,720	7.0	13	26,109	5.0	20
318.00 Dir Internal Audit	44,337	5.0	11	33,658	3.0	7	47,980	5.3	20	36,204	3.5	16
319.00 Dir Aux Services	48,000	7.0	38	36,026	9.0	11	49,404	11.0	31	38,782	7.5	14
319.10 Mgr Mail Services	20,557	5.0	48	19,422	6.0	91	25,004	8.0	29	18,144	5.5	28
320.00 Dir Campus Security	32,604	5.0	210	30,650	2.0	15	33,654	5.0	111	32,869	8.5	4
321.00 Dir Risk Mgmt/Ins	55,000	5.0	5	36,721	3.5	4	51,576	7.5	6	*	13.5	2
322.00 Admin Hosp Med Ctr	*	11.0	1	*	*		*	*		*	*	
322.10 Dir Med Ctr Pub Rel	*	*		*	*		*	7.0	1	*	*	
322.20 Dir Med Ctr Pers	*	*		*	4.0	1	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Development Off	70,420	4.0	189	66,780	4.0	79	55,372	5.0	58	50,000	3.0	56
401.10 Dir Annual Giving	36,370	2.0	75	35,000	3.0	106	31,000	2.5	8	32,952	3.0	12
401.20 Dir Corp/Fndtn Rel	42,427	3.0	44	39,968	4.0	60	47,970	4.5	14	36,475	3.0	16
401.30 Coord Res Dev	33,879	4.0	21	29,035	4.0	61	46,394	3.0	5	35,400	4.0	15
401.40 Dir Planned Giving	48,885	5.0	86	44,558	3.5	30	*	9.0	3	*	6.0	1
402.00 Chf Public Rel Off	43,000	5.0	83	37,692	3.0	107	42,493	8.0	51	39,118	4.0	80
402.10 Dir Govt/Leg Rel	53,133	13.0	7	*	2.0	1	*	7.0	3	*	3.5	2
403.00 Chf Dev/Pub Rel Off	69,138	5.0	29	61,561	4.0	9	57,995	8.0	13	46,250	5.0	11
404.00 Dir Alumni Affairs	35,496	4.0	87	34,378	4.0	167	30,997	3.0	11	27,533	2.0	20
405.00 Dir Dev/Alumni Aff	46,101	4.0	16	35,000	2.5	20	48,000	3.0	7	38,300	2.0	13
406.00 Dir Major Gifts	54,280	3.0	28	47,500	1.5	26	56,000	1.0	4	43,783	2.5	4
407.00 Dir Church Relations	39,687	4.0	41	28,367	5.5	8	*	9.0	2	*	11.0	1
408.00 Dir Community Serv	43,718	3.0	9	31,582	5.0	18	50,954	9.0	25	38,671	4.0	30
409.00 Dir Publications	32,121	4.0	52	31,910	4.0	69	43,379	9.0	11	38,791	6.0	11
409.10 Assc Dir Publcatns	32,000	2.0	11	28,692	5.0	37	31,461	2.5	8	31,264	3.0	12
409.20 Mgr Printing Srv	28,763	7.5	58	21,636	6.0	47	33,760	9.0	42	27,310	9.0	23
410.00 Dir Info Office	33,782	4.0	47	35,505	5.0	47	37,276	5.0	31	36,196	5.0	52
411.00 Dir News Bureau	28,396	3.0	27	28,100	4.0	34	34,300	7.5	4	25,737	4.0	7
STUDENT SERVICES												
501.00 Chf Student Aff Off	60,000	7.0	184	54,103	5.0	104	61,048	7.0	181	60,119	4.0	72
501.10 Assc Chf Stud Aff Off	41,985	4.0	33	36,198	4.0	31	43,353	3.0	13	45,850	2.8	6
501.50 Dean of Students	46,000	4.0	59	45,000	4.0	56	55,375	6.0	50	54,885	5.0	28
502.00 Chief Admissions Off	50,000	6.0	181	41,975	3.0	82	46,602	8.0	72	42,000	4.0	57
502.10 Assc Dir Admissions	33,630	4.0	76	29,085	3.0	110	30,904	4.5	28	30,194	5.0	22
502.20 Admissions Counselor	21,858	2.0	58	21,660	2.0	72	27,790	4.0	28	28,261	4.0	38
502.30 Academic Advisor	31,501	5.5	16	29,349	4.0	44	38,803	6.0	8	33,475	5.0	28
503.00 Dir Adm & Registrar	48,567	6.0	6	31,621	4.0	5	52,188	8.0	51	46,639	6.0	43
504.00 Registrar	42,800	8.0	135	35,967	7.0	204	46,468	9.0	63	36,496	6.0	112
504.10 Assc Registrar	30,572	3.0	12	28,161	6.0	66	34,380	6.0	5	30,173	4.0	23
504.20 Asst Registrar	24,323	3.0	11	23,350	5.0	102	33,306	8.0	8	27,968	4.5	32
505.00 Dir Adm/Fin Aid	52,225	4.0	25	52,880	4.0	15	51,462	10.0	14	35,887	8.0	16
506.00 Dir Student Fin Aid	41,665	7.0	149	36,162	7.0	185	43,327	6.0	108	38,563	5.0	149
506.10 Assc Dir Std Fin Aid	28,214	3.0	33	26,500	4.0	137	35,505	5.0	11	29,978	4.0	51
507.00 Dir Food Services	44,806	9.0	50	37,500	2.5	20	36,296	4.5	22	28,443	6.0	23
507.10 Assc Dir Food Serv	37,500	7.5	12	28,000	4.0	22	24,000	2.0	8	*	6.0	3
508.00 Dir Student Housing	33,750	4.5	72	30,312	4.0	86	29,540	6.0	18	26,683	2.5	18
508.10 Assc Dir Std Housing	26,097	3.0	19	24,150	2.5	16	*	*		20,500	1.0	4
508.20 Housing Off/Adm Ope	26,000	5.0	7	31,430	4.0	10	*	2.0	1	*	*	
508.30 Housing Off/Res Life	26,030	2.0	30	25,705	2.0	54	22,000	4.0	9	*	6.0	3
509.00 Dir Union/Std Act	33,500	4.0	26	29,215	3.0	22	42,500	7.0	13	28,000	2.0	5
510.00 Dir Foreign Students	31,672	4.0	12	27,000	3.0	31	42,230	5.0	9	31,094	8.0	7
511.00 Dir Student Union	35,776	4.5	20	30,000	6.0	15	*	6.0	3	*	1.0	1
511.10 Assc Dir Std Union	26,104	4.5	8	*	7.0	3	38,449	4.0	5	*	2.0	1
512.00 Dir Std Activities	30,053	3.0	73	26,564	3.0	93	37,363	6.0	76	31,067	4.0	63
513.00 Dir Career Dev/Plcmt	37,434	6.0	89	31,990	5.0	181	43,394	7.0	54	33,048	5.0	90
514.00 Dir Std Counseling	40,824	6.5	74	34,162	4.0	114	47,826	6.0	57	40,490	5.0	81
514.10 Assc Dir Std Cnslg	34,852	6.0	11	26,013	4.0	23	46,043	10.0	6	35,512	3.0	11
515.00 Dir Std Hlth-Physcn	64,358	7.0	22	52,587	4.0	13	*	3.0	3	40,501	13.0	6
516.00 Dir Std Hlth-Nurse	*	2.5	2	28,000	7.0	211	*	*		30,611	8.0	47
517.00 Dir Campus Ministries	34,900	4.0	115	30,000	3.5	52	31,652	2.0	4	25,000	1.0	5
518.00 Dir Athletics	45,938	5.0	242	36,801	5.0	36	45,591	7.0	105	38,000	5.0	17
519.00 Dir Sports Info	24,143	4.0	104	20,500	3.0	13	27,384	4.5	12	*	1.5	2
520.00 Dir Athletics/Men	42,940	6.0	15	*	3.0	1	*	1.0	1	*	*	
521.00 Dir Athletics/Women	*	14.0	2	38,133	7.0	23	*	13.0	1	*	2.0	2
522.00 Dir Campus Rec/Intrmrl	28,622	5.0	54	30,000	5.0	21	32,093	6.0	23	37,224	3.0	7
523.00 Chief Enrollment Mgmt	60,755	4.0	53	63,000	3.5	22	46,328	4.5	8	51,884	3.0	10
524.00 Dir Minority Affairs	35,964	3.0	39	32,177	3.0	36	39,732	2.0	14	36,441	2.5	16
525.00 Dir Conferences	36,538	3.0	25	30,296	3.5	46	41,321	1.5	6	33,084	3.0	13

*3 cases or less

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO/System	*	4.0	1	168,504	4.0	37	*	10.5	2	125,915	6.0	29
101.10 Asst to CEO/System	73,272	2.6	4	81,810	6.0	18	*	2.0	1	*	5.0	3
102.00 CEO/Single Inst	138,800	4.0	10	155,000	5.5	116	111,204	4.0	23	111,204	6.0	233
102.10 Asst to CEO/Single	75,000	5.0	11	73,000	5.0	75	65,050		19	59,000	5.0	117
103.00 Exec Vice Pres	143,250	1.5	4	142,500	5.0	34	*		3	82,941	3.0	33
ACADEMIC												
201.00 Chief Acad Off	116,080	2.0	6	127,669	4.0	127	87,750	3.5	16	92,568	4.0	226
201.10 Assc Chief Acad Off	91,635	7.0	9	90,800	3.0	63	73,704	4.0	9	71,635	4.0	87
202.00 Chf Hlth Prof Off	*	3.0	1	211,997	7.0	29	*	*		119,750	5.0	8
203.00 Dir Library Serv	85,964	5.0	8	87,804	7.0	149	54,636	5.0	23	61,582	8.0	231
203.20 Acquistns Librarian	41,520	6.5	6	43,451	6.0	97	37,387	5.5	14	35,075	8.0	132
203.30 Chf Tech Serv Libn	57,623	13.0	5	56,223	6.0	101	42,542	10.5	16	39,700	7.3	140
203.40 Chf Public Serv Libn	46,500	3.5	8	58,000	7.0	81	36,968	8.0	8	38,619	7.0	123
203.50 Reference Librarian	41,129	6.5	8	44,300	5.0	85	36,245	8.5	12	35,400	8.0	170
203.60 Catalog Librarian	36,951	5.0	8	44,892	4.0	58	32,360	7.5	18	33,152	7.0	93
204.00 Dir Instit Research	57,000	4.0	5	63,997	6.0	100	48,164	5.0	17	51,200	6.0	145
204.10 Assc Dir Inst Res	*	12.0	2	49,219	3.0	34	39,000	5.0	7	39,058	2.5	28
205.00 Dir Educ Media Serv	54,744	16.5	4	55,816	7.0	79	40,340	14.0	12	41,667	7.0	120
206.00 Dir Learning Res Ctr	52,530	8.0	7	52,750	6.0	36	46,428	6.5	12	38,970	8.0	70
207.00 Dir Internatl Educ	*	3.0	3	64,893	6.0	45	57,504	1.0	5	50,400	6.0	45
207.10 Dir Internatl Std Ed	*	*		59,852	4.0	41	*	4.0	3	48,225	5.0	34
208.00 Dir Comp Ctr Opr/Acad	*	11.0	2	74,070	6.0	74	48,215	4.0	10	52,187	6.0	96
208.10 Assc Dir CC Opr/Acad	*	12.0	3	68,000	8.0	38	*	4.0	2	46,102	6.0	40
209.00 Dir Spons Res & Prog	89,000	6.0	5	70,954	6.0	107	57,980	2.0	12	54,456	6.0	90
210.00 Dean,Architecture	*	2.0	3	102,900	3.0	35	*	*		70,963	2.0	4
211.00 Dean,Agriculture	*	*		113,850	5.5	36	*	4.5	2	77,957	7.0	5
212.00 Dean,Arts & Letters	*	12.0	1	105,000	3.5	20	*	6.0	3	76,293	5.0	30
213.00 Dean,Arts & Sciences	93,464	3.0	5	106,384	4.0	89	82,847	3.0	10	80,205	4.0	119
214.00 Dean,Business	103,361	4.0	8	124,152	4.0	113	85,000	3.0	14	85,925	4.0	166
215.00 Dean,Communications	*	*		103,000	7.0	29	*	7.0	1	74,270	3.0	12
216.00 Dean,Continuing Ed	91,908	6.0	6	88,847	6.0	80	77,600	5.5	8	70,280	5.0	78
217.00 Dean,Dentistry	*	4.0	3	149,004	3.0	24	*	*		*	8.5	2
218.00 Dean,Education	101,774	4.0	17	100,000	5.0	91	76,700	3.0	12	77,385	5.0	132
219.00 Dean,Engineering	132,000	3.0	9	124,410	6.0	80	82,900	6.0	5	96,000	5.0	41
221.00 Dean,Extension	*	10.0	1	101,500	6.5	24	*	*		70,799	6.5	6
222.00 Dean,Fine Arts	100,000	8.0	5	95,868	4.0	37	*	5.0	3	74,673	6.0	45
223.00 Dean,Graduate Program	112,250	5.5	6	98,339	4.0	103	72,000	5.0	11	70,974	5.0	125
224.00 Dean,Hlth-Rltd Prof	*	*		96,629	6.0	32	80,000	9.5	4	77,722	4.0	33
225.00 Dean,Home Economics	*	7.0	1	98,806	5.5	20	*	4.0	1	*	7.0	2
226.00 Dean,Humanities	*	1.0	2	108,020	3.0	16	67,908	1.5	4	71,063	4.5	28
227.00 Dean,Instruction	*	*		*	8.0	2	*	*		*	*	
228.00 Dean,Law	135,678	4.5	6	142,000	4.0	58	*	*		138,000	5.0	24
229.00 Dean,Lib & Inf Sci	78,586	6.0	4	96,157	6.5	28	*	6.0	3	70,974	5.5	22
230.00 Dean,Mathematics	*	2.0	1	77,388	3.0	5	*	9.0	1	66,278	6.0	8
231.00 Dean,Medicine	*	1.0	1	227,500	6.0	41	*	*		193,546	5.5	8
232.00 Dean,Music	*	*		96,305	4.0	25	*	*		75,750	6.0	18
233.00 Dean,Nursing	113,158	8.0	4	103,000	5.0	60	76,000	1.0	5	75,800	5.0	51
234.00 Dean,Occ Std/Voc Ed	*	*		85,750	4.5	8	*	*		74,892	8.0	29
235.00 Dean,Pharmacy	*	*		117,232	7.0	29	*	4.0	1	100,506	5.0	5
236.00 Dean,Public Health	*	*		142,111	4.5	14	*	*		*	15.0	1
237.00 Dean,Sciences	*	4.5	2	114,740	4.0	30	*	5.5	2	75,913	5.0	55
238.00 Dean,Social Sciences	*	*		111,531	5.0	19	*	12.0	1	78,086	6.5	26
239.00 Dean,Social Work	104,030	4.0	17	100,010	6.0	23	*	1.0	3	74,237	4.0	7
240.00 Dean,Special Programs	73,191	7.5	4	*	7.5	2	72,980	13.0	4	75,560	5.0	9
241.00 Dean,Undergrad Prog	105,000	2.0	4	89,021	4.0	27	90,096	5.0	5	66,993	6.5	20
242.00 Dean,Veterinary Med	*	*		123,750	7.5	16	*	*		*	*	
243.00 Dir Continuing Educ	*	3.5	2	69,300	5.0	43	33,281	3.0	7	47,680	4.5	80
ADMINISTRATIVE												
301.00 Chief Business Off	116,724	8.5	6	111,985	7.0	120	80,213	2.5	16	85,500	6.0	220
301.01 Chief Admin Off	102,000	5.0	5	105,343	4.5	40	70,086	3.0	7	80,854	6.5	44
301.02 Chief Financial Off	96,502	1.5	4	95,217	5.0	65	75,300	1.0	6	74,035	6.5	104
301.10 Dir Env Health/Safety	64,370	2.0	5	64,200	6.0	106	45,993	2.0	7	44,021	4.0	58
301.20 Dir Telecommunic	55,248	5.0	7	61,363	6.5	108	42,468	4.0	6	48,481	6.0	102
302.00 Chief Planning Off	*	*		94,855	5.0	26	*	3.0	3	69,284	6.0	29
303.00 Chief Budgeting Off	54,786	2.0	9	71,800	6.0	102	52,000	2.0	9	56,000	6.0	89
303.10 Assc Budget Dir	47,644	2.5	6	56,477	5.0	62	33,040	3.5	4	41,018	4.5	50
304.00 Chief Plan-Budgt Off	*	7.0	3	90,000	6.0	28	*	*		67,580	7.5	24
305.00 General Counsel	96,096	4.0	9	93,741	8.0	84	79,065	4.0	4	70,700	6.0	36
305.10 Staff Attorney	64,894	2.0	4	61,800	5.0	29	*	1.0	1	48,395	2.5	6
306.00 Chf Personnel/HR Off	82,711	4.0	21	73,875	5.0	125	55,421	5.0	36	54,331	8.0	193
306.10 Assc Dir Pers/HR	59,155	3.0	10	54,500	6.0	61	40,865	4.0	7	42,612	5.0	74
306.20 Manager Benefits	37,957	5.0	13	47,498	5.0	107	35,000	4.0	16	32,000	5.0	107
306.30 Manager Training-Dev	43,500	4.5	8	44,280	4.0	68	30,932	4.5	8	34,915	4.0	26
306.40 Manager Empl Relatns	53,712	2.0	12	44,226	5.0	33	34,700	4.0	4	37,360	5.0	11
306.50 Manager Labor Rel	*	7.0	3	58,975	6.0	30	*	*		53,364	2.5	6
306.60 Manager Employment	45,320	5.0	23	41,959	6.0	65	32,680	4.0	15	33,125	6.0	44
306.70 Mgr Wage-Sal/Mgr Comp	41,607	4.3	10	44,866	5.0	75	33,432	6.0	9	35,965	4.0	28
306.80 Mgr Personnel Inf Sys	52,320	2.0	5	44,566	5.5	56	32,437	3.5	6	33,740	5.5	24
307.00 Dir AA/EEO	62,868	4.0	23	60,700	6.0	99	50,562	4.0	59	47,970	6.0	99
307.10 Assc Dir AA/EEO	39,811	3.0	21	38,608	5.0	11	35,000	1.0	5	38,558	6.5	4
308.00 Dir Pers/AA	85,540	2.5	4	54,750	10.5	6	50,076	4.0	5	47,700	6.0	27
309.00 Chief Inform Sys Off	*	2.0	3	89,920	7.0	109	64,115	4.0	11	67,315	7.0	156
309.10 Assc Dir Computer Ctr	82,340	7.0	7	70,205	6.0	27	41,208	4.0	5	50,196	9.0	59
309.20 Data Base Admin	51,160	8.0	7	54,000	7.0	60	35,764	6.5	8	41,055	6.0	68
309.30 Sys Analyst-Hi	*	15.0	3	44,640	6.0	31	36,708	4.0	9	42,000	7.0	91
309.50 Prog Analyst-Hi	38,473	6.0	4	37,646	7.5	24	33,684	2.0	8	35,887	6.0	103

*3 cases or less

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Adm	72,496	2.5	4	73,813	7.0	84	59,450	13.0	5	53,788	6.0	131
310.10 Assc Dir CC Opr/Adm	66,129	4.0	4	61,004	7.0	34	41,359	9.0	4	46,672	6.0	47
312.00 Chf Phys Plnt/Fac	75,552	3.0	7	81,000	6.0	139	54,935	4.0	13	58,900	6.0	246
312.10 Assc Dir Phys Plnt	52,249	3.0	5	61,420	6.0	85	46,423	3.0	8	44,651	6.0	106
312.20 Mgr Landscape/Grnds	44,200	5.5	6	42,216	8.0	109	37,415	4.5	16	34,322	9.0	140
312.30 Mgr Bldg Mnt Trades	51,256	9.0	7	50,186	5.0	83	45,010	8.0	6	38,070	7.0	114
312.40 Mgr Tech Trades	41,292	3.0	4	48,300	6.0	39	29,484	6.0	4	39,855	6.0	54
312.50 Mgr Custodial Srv	46,223	5.0	30	41,833	6.0	81	31,422	6.0	37	33,151	6.0	117
312.60 Mgr Power Plant	36,425	5.0	5	49,563	6.0	83	41,255	8.0	7	39,016	7.0	70
313.00 Comptroller	76,260	8.0	5	77,650	7.0	127	54,981	4.0	11	55,060	7.0	167
313.10 Manager Payroll	46,161	6.0	17	42,513	6.0	119	31,930	6.0	13	32,760	7.0	147
314.00 Dir Accounting	44,429	3.5	6	59,652	6.0	104	43,623	5.0	11	46,115	7.0	123
314.10 Staff Accountant-Hi	32,968	14.5	4	39,540	5.0	36	34,000	3.0	19	33,615	6.0	112
315.00 Bursar	51,000	2.5	8	55,012	6.0	88	36,348	1.5	16	40,181	7.5	108
315.10 Assc Bursar	*	4.0	3	41,931	6.0	24	*	4.0	3	32,876	4.0	22
316.00 Dir Purchasing	48,328	6.0	11	59,000	6.0	136	47,946	6.0	21	41,766	7.0	183
316.10 Assc Dir Purchasing	42,271	3.0	7	47,600	6.0	64	33,920	8.0	4	32,874	6.0	55
317.00 Dir Bookstore	53,180	7.0	4	51,939	7.0	78	*	12.0	3	37,980	7.0	120
317.10 Assc Dir Bookstore	*	7.0	3	40,800	5.0	36	22,691	2.5	4	28,600	5.0	33
318.00 Dir Internal Audit	56,600	6.0	5	62,700	8.0	122	47,501	6.0	4	45,558	5.0	77
319.00 Dir Aux Services	62,695	4.0	7	69,500	5.0	71	52,951	5.0	7	55,172	8.0	85
319.10 Mgr Mail Services	31,000	5.0	22	33,944	8.0	93	28,422	5.0	27	25,688	6.0	122
320.00 Dir Campus Security	60,000	5.0	17	57,939	6.0	133	40,500	6.0	19	42,660	7.0	211
321.00 Dir Risk Mgmt/Ins	60,880	3.0	5	61,147	6.0	78	*	7.0	2	44,954	7.0	26
322.00 Admin Hosp Med Ctr	*	2.5	2	176,500	8.5	20	*	*		*	8.0	2
322.10 Dir Med Ctr Pub Rel	*	5.0	3	68,000	5.5	24	*	*		*	9.5	2
322.20 Dir Med Ctr Pers	75,300	4.0	5	72,892	5.5	18	*	*		*	17.0	1
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	*	6.0	3	100,956	3.0	103	77,980	4.5	8	75,000	3.0	192
401.10 Dir Annual Giving	*	1.0	3	48,810	3.0	80	30,947	1.0	5	39,274	2.0	116
401.20 Dir Corp/Fndtn Rel	*	7.0	3	61,541	3.0	68	*	3.0	3	47,350	3.0	78
401.30 Coord Res Dev	38,995	3.0	7	40,776	3.0	51	28,441	3.0	4	35,000	4.0	54
401.40 Dir Planned Giving	*	4.0	2	63,500	4.0	80	*	1.0	1	50,319	4.0	71
402.00 Chf Public Rel Off	91,106	6.5	6	80,000	5.0	85	46,640	3.5	12	49,850	6.0	143
402.10 Dir Govt/Leg Rel	73,407	1.5	4	79,974	5.0	73	*	*		65,500	4.0	25
403.00 Chf Dev/Pub Rel Off	*	2.0	3	108,725	4.0	42	*	1.0	1	82,787	5.0	54
404.00 Dir Alumni Affairs	57,071	5.5	8	58,384	5.0	118	44,352	3.5	12	41,240	5.0	196
405.00 Dir Dev/Alumni Aff	*	2.0	1	74,263	4.0	17	*	1.0	1	50,901	4.0	31
406.00 Dir Major Gifts	*	1.0	1	65,128	3.0	43	*	2.0	3	47,970	2.0	32
407.00 Dir Church Relations	*	9.0	1	*	1.5	2	*	6.0	1	49,084	5.0	19
408.00 Dir Community Serv	51,000	3.0	5	49,205	3.0	18	*	4.5	2	33,125	2.0	19
409.00 Dir Publications	45,000	6.0	7	50,475	6.0	99	43,029	5.5	4	38,916	6.0	119
409.10 Assc Dir Publcatns	*	3.0	1	37,572	9.0	35	*	2.0	1	30,762	4.0	42
409.20 Mgr Printing Srv	31,577	5.0	10	47,247	6.0	91	34,020	5.5	16	34,008	9.0	115
410.00 Dir Info Office	*	5.0	3	57,400	5.0	72	44,136	4.0	8	40,680	5.5	86
411.00 Dir News Bureau	51,630	6.0	4	45,000	5.0	49	28,217	1.0	5	35,187	4.0	69
STUDENT SERVICES												
501.00 Chf Student Aff Off	105,000	4.5	32	96,125	7.0	108	78,501	4.0	31	75,000	6.0	203
501.10 Assc Chf Stud Aff Off	67,320	2.0	9	73,500	6.0	44	52,520	4.0	9	51,982	6.0	63
501.50 Dean of Students	78,200	4.0	11	64,378	4.0	58	50,000	4.5	16	53,487	6.0	102
502.00 Chief Admissions Off	65,268	3.0	16	65,552	6.0	106	45,760	2.0	21	52,794	6.0	175
502.10 Assc Dir Admissions	42,154	3.0	9	45,000	5.0	67	34,655	6.0	15	36,400	4.0	135
502.20 Admissions Counselor	23,072	2.0	7	31,364	5.0	11	24,500	3.0	22	24,860	4.0	65
502.30 Academic Advisor	*	3.0	1	37,132	6.0	13	40,183	5.0	7	32,670	5.0	50
503.00 Dir Adm & Registrar	*	*		70,572	3.0	15	*	15.0	3	55,080	5.0	25
504.00 Registrar	45,298	4.5	6	63,931	8.0	133	50,100	4.5	12	48,273	6.0	214
504.10 Assc Registrar	53,881	4.0	4	44,830	7.0	78	32,702	4.0	8	37,126	6.0	89
504.20 Asst Registrar	31,474	3.0	8	34,400	5.0	45	29,691	2.0	11	29,834	5.0	79
505.00 Dir Adm/Fin Aid	*	6.0	2	85,691	7.5	14	*	1.0	1	68,269	2.5	24
506.00 Dir Student Fin Aid	53,580	5.0	29	62,196	7.0	118	48,453	5.0	38	46,633	7.0	218
506.10 Assc Dir Std Fin Aid	42,516	4.0	20	42,000	5.0	71	31,629	4.0	24	34,517	5.0	145
507.00 Dir Food Services	38,090	3.0	5	58,692	7.0	55	52,024	10.0	7	44,229	6.5	54
507.10 Assc Dir Food Serv	48,933	11.0	5	46,725	6.0	26	*	7.5	2	35,754	5.0	18
508.00 Dir Student Housing	60,293	3.0	6	59,019	6.0	113	44,040	5.5	16	42,000	6.0	154
508.10 Assc Dir Std Housing	50,325	7.0	4	43,990	5.0	55	34,405	6.0	7	33,966	4.0	65
508.20 Housing Off/Adm Ope	*	6.0	2	43,093	7.0	52	*	10.5	2	32,905	4.0	38
508.30 Housing Off/Res Life	46,636	6.0	10	39,146	5.0	52	31,330	5.0	8	32,930	3.0	62
509.00 Dir Union/Std Act	*	4.0	1	52,153	6.0	37	39,034	5.0	5	44,044	6.0	52
510.00 Dir Foreign Students	45,000	6.0	9	45,251	8.0	70	32,070	6.0	5	35,175	7.0	66
511.00 Dir Student Union	49,400	6.0	7	52,852	9.0	70	45,393	1.5	6	44,882	7.0	77
511.10 Assc Dir Std Union	39,000	6.0	5	38,748	4.0	51	*	5.0	2	34,992	5.0	41
512.00 Dir Std Activities	36,939	5.0	7	44,989	7.0	74	38,592	4.0	20	33,900	5.0	137
513.00 Dir Career Dev/Plcmt	50,860	5.0	16	54,216	7.0	126	43,160	4.0	27	40,985	6.0	213
514.00 Dir Std Counseling	62,620	5.5	14	59,645	7.0	123	45,872	3.0	23	47,000	7.0	180
514.10 Assc Dir Std Cnslg	53,532	4.0	9	47,053	5.0	45	44,300	8.0	6	38,700	5.0	45
515.00 Dir Std Hlth-Physicn	88,864	5.0	9	91,217	5.0	89	79,524	1.5	4	80,370	5.0	56
516.00 Dir Std Hlth-Nurse	49,032	4.0	7	46,100	7.0	47	43,470	5.5	14	34,666	5.5	138
517.00 Dir Campus Ministries	*	*		57,350	5.0	25	*	3.0	3	36,033	5.0	72
518.00 Dir Athletics	100,233	2.0	11	90,886	6.0	112	62,714	5.5	14	61,045	6.0	205
519.00 Dir Sports Info	*	4.0	1	39,973	6.5	118	35,816	7.0	5	30,000	6.0	182
520.00 Dir Athletics/Men	*	*		70,044	6.5	18	*	*		48,448	9.0	14
521.00 Dir Athletics/Women	48,001	4.0	4	59,410	8.5	36	*	6.0	3	42,993	13.0	37
522.00 Dir Campus Rec/Intrml	54,487	8.0	7	49,983	9.0	99	39,521	10.5	12	37,357	7.0	118
523.00 Chief Enrollment Mgmt	*	3.0	2	73,080	3.0	35	66,203	3.0	5	67,660	3.0	56
524.00 Dir Minority Affairs	49,681	5.0	62	37,195	2.0	5	37,920	4.0	83	33,760	6.0	8
525.00 Dir Conferences	*	*		52,159	6.0	52	32,000	2.5	4	37,450	5.0	65

*3 cases or less

TABLE 32
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO-YEAR INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO/System	*	7.0	1	106,000	7.0	23	103,818	3.0	9	96,758	6.5	72
101.10 Asst to CEO/System	*	*		47,188	5.5	4	41,967	9.0	6	53,418	9.5	18
102.00 CEO/Single Inst	103,870	11.5	14	105,379	6.0	315	90,800	4.0	17	91,459	7.0	222
102.10 Asst to CEO/Single	56,250	2.5	18	39,500	5.0	135	54,667	1.5	4	40,735	8.0	57
103.00 Exec Vice Pres	*	16.5	2	70,000	5.0	44	*	3.0	1	77,475	7.5	42
ACADEMIC												
201.00 Chief Acad Off	80,000	2.0	15	75,573	4.0	307	77,128	4.0	20	68,491	5.0	239
201.10 Assc Chief Acad Off	50,000	4.0	7	54,727	2.0	82	*	1.0	3	60,280	4.0	27
202.00 Chf Hlth Prof Off	*	*		*	7.0	2	*	20.0	1	53,651	5.0	14
203.00 Dir Library Serv	47,130	4.5	16	44,240	8.0	326	50,766	8.0	18	45,283	8.0	180
203.20 Acquisitns Librarian	32,000	5.0	9	29,753	9.0	112	41,500	14.0	5	34,904	13.0	41
203.30 Chf Tech Serv Libry	33,527	7.0	11	31,411	8.0	183	37,222	8.5	10	38,193	7.0	68
203.40 Chf Public Serv Libry	41,300	5.0	11	32,702	7.0	111	37,378	14.0	5	35,678	8.0	37
203.50 Reference Librarian	27,300	4.0	17	29,394	6.0	174	41,335	14.0	9	35,562	8.0	71
203.60 Catalog Librarian	29,640	4.0	11	31,020	5.0	75	41,374	15.0	8	29,003	3.0	27
204.00 Dir Instit Research	48,503	5.5	12	45,170	6.0	91	43,697	2.5	8	48,357	4.0	125
204.10 Assc Dir Inst Res	*	1.0	1	27,438	5.0	14	*	4.0	3	41,363	3.8	14
205.00 Dir Educ Media Serv	71,300	7.0	6	32,965	7.0	133	*	8.0	2	42,086	8.0	74
206.00 Dir Learning Res Ctr	32,221	5.0	11	33,000	6.0	93	43,348	8.0	13	48,529	7.0	115
207.00 Dir Internatl Educ	*	*		45,641	4.0	36	*	1.0	1	*	4.0	2
207.10 Dir Internatl Std Ed	*	2.0	2	44,720	5.0	19	*	3.0	1	*	7.0	3
208.00 Dir Comp Ctr Opr/Acad	41,280	2.5	6	43,471	5.0	108	57,420	7.0	5	42,575	7.0	59
208.10 Assc Dir CC Opr/Acad	*	4.5	2	37,121	5.0	41	*	*		43,223	7.0	13
209.00 Dir Spons Res & Prog	41,466	5.0	6	34,278	4.0	37	*	2.5	2	44,387	5.0	46
210.00 Dean,Architecture	*	*		*	11.0	1	*	*		*	*	
211.00 Dean,Agriculture	*	6.0	2	*	*		*	*		52,954	9.5	12
212.00 Dean,Arts & Letters	*	1.0	1	59,119	6.5	16	*	10.5	2	56,751	5.0	18
213.00 Dean,Arts & Sciences	63,990	2.5	4	61,200	4.0	44	65,334	6.0	7	56,650	6.0	65
214.00 Dean,Business	56,664	4.0	11	59,852	4.0	80	56,420	7.0	12	55,019	5.0	121
215.00 Dean,Communications	*	1.0	1	42,400	3.0	17	*	6.0	3	52,940	6.0	23
216.00 Dean,Continuing Ed	*	8.0	3	52,897	6.5	50	62,150	8.0	13	56,790	7.0	99
217.00 Dean,Dentistry	*	*		*	2.0	1	*	*		*	5.0	2
218.00 Dean,Education	49,146	3.0	9	51,968	4.5	60	59,816	13.0	4	61,220	6.0	7
219.00 Dean,Engineering	*	*		63,084	4.0	7	*	4.0	1	58,390	7.5	42
221.00 Dean,Extension	*	*		*	6.0	3	*	4.0	3	60,403	7.0	19
222.00 Dean,Fine Arts	*	2.5	2	48,355	3.0	29	53,586	4.0	5	56,369	6.5	16
223.00 Dean,Graduate Program	61,986	4.0	7	56,490	4.0	37	*	*		*	*	
224.00 Dean,Hlth-Rltd Prof	*	5.0	2	56,992	6.5	12	54,712	6.0	5	56,229	6.0	85
225.00 Dean,Home Economics	*	2.0	1	*	6.5	2	*	*		*	15.0	1
226.00 Dean,Humanities	*	6.5	2	47,105	5.0	39	67,115	5.5	6	54,212	5.0	47
227.00 Dean,Instruction	*	*		*	2.0	1	*	5.0	3	62,035	4.0	25
228.00 Dean,Law	*	*		130,000	7.0	7	*	*		*	3.0	1
229.00 Dean,Lib & Inf Sci	*	*		*	5.0	2	*	3.0	2	50,876	7.0	8
230.00 Dean,Mathematics	*	8.0	1	44,250	4.5	18	*	2.0	2	56,319	6.0	17
232.00 Dean,Music	*	*		41,918	7.0	17	*	1.0	1	*	8.0	2
233.00 Dean,Nursing	70,854	6.0	5	56,000	6.0	44	50,581	4.0	4	52,241	4.0	55
234.00 Dean,Occ Std/Voc Ed	*	*		62,700	7.0	7	59,500	7.0	7	56,794	6.0	107
235.00 Dean,Pharmacy	*	*		*	9.5	2	*	*		*	*	
237.00 Dean,Sciences	44,949	6.0	5	57,290	5.5	44	55,000	2.0	5	59,199	5.0	43
238.00 Dean,Social Sciences	49,597	9.0	4	49,135	7.0	42	61,481	3.5	6	57,268	5.0	45
239.00 Dean,Social Work	*	*		40,950	6.0	12	*	*		*	3.0	1
240.00 Dean,Special Programs	*	5.0	1	57,768	7.0	18	54,242	4.5	10	49,500	4.5	36
241.00 Dean,Undergrad Prog	*	4.0	1	59,870	2.8	8	*	2.0	1	51,877	3.0	5
243.00 Dir Continuing Educ	48,369	5.0	4	37,631	4.0	67	42,773	9.0	7	45,773	5.0	95
ADMINISTRATIVE												
301.00 Chief Business Off	70,149	12.0	15	71,539	7.0	318	65,301	3.0	13	66,732	8.0	255
301.01 Chief Admin Off	*	8.0	1	65,000	6.5	36	*	1.0	1	66,302	7.0	47
301.02 Chief Financial Off	50,000	3.0	4	56,706	5.0	69	73,473	6.5	8	55,262	6.0	76
301.10 Dir Env Health/Safety	*	5.0	3	34,495	3.0	12	*	5.0	1	44,572	4.0	15
301.20 Dir Telecommunic	*	7.0	1	33,689	4.0	43	*	3.0	1	44,301	7.0	27
302.00 Chief Planning Off	*	10.0	2	61,957	4.0	23	*	3.0	3	68,054	8.0	38
303.00 Chief Budgeting Off	37,589	1.0	5	48,857	5.0	30	*	8.0	3	51,928	7.0	45
303.10 Assc Budget Dir	*	1.0	1	42,783	4.0	21	*	5.5	2	41,470	5.0	15
304.00 Chief Plan-Budgt Off	*	5.0	3	55,100	6.0	10	*	17.0	1	58,959	4.0	5
305.00 General Counsel	*	10.0	1	68,046	8.0	5	72,156	3.0	4	63,600	2.0	11
305.10 Staff Attorney	*	11.0	1	*	5.5	2	*	*		*	6.0	2
306.00 Chf Personnel/HR Off	42,848	4.0	27	41,367	5.0	172	58,598	3.0	25	50,666	8.0	126
306.10 Assc Dir Pers/HR	36,000	4.5	4	35,008	4.0	42	50,099	3.0	11	43,669	5.0	29
306.20 Manager Benefits	37,783	4.0	7	30,131	5.5	38	40,000	4.5	8	32,621	4.0	34
306.30 Manager Training-Dev	*	*		38,720	2.0	4	*	9.0	2	41,264	4.0	18
306.40 Manager Empl Relatns	*	*		43,975	4.5	4	*	*		52,450	3.5	4
306.50 Manager Labor Rel	*	*		*	*		*	2.0	1	*	10.0	1
306.60 Manager Employment	*	4.0	2	32,425	2.5	10	47,515	2.5	4	34,724	4.0	20
306.70 Mgr Wage-Sal/Mgr Comp	*	*		29,769	1.5	4	*	1.0	1	34,000	5.0	9
306.80 Mgr Personnel Inf Sys	*	*		28,234	5.0	12	*	*		29,957	6.0	9
307.00 Dir AA/EEO	48,000	4.0	15	36,101	3.0	9	50,854	4.0	13	54,009	9.0	4
307.10 Assc Dir AA/EEO	*	8.0	1	*	15.0	1	46,371	4.0	4	*	2.0	3
308.00 Dir Pers/AA	*	8.0	1	35,350	5.0	41	52,280	5.0	16	43,640	7.0	56
309.00 Chief Inform Sys Off	*	3.0	3	51,104	7.0	157	61,023	10.0	5	54,000	7.0	145
309.10 Assc Dir Computer Ctr	*	5.0	1	39,875	5.0	52	*	7.5	2	43,905	7.5	26
309.20 Data Base Admin	45,350	7.0	4	32,113	5.0	31	45,740	2.0	5	47,517	6.0	11
309.30 Sys Analyst-Hi	34,284	3.0	8	34,573	5.0	81	47,823	10.0	5	39,322	8.5	68
309.50 Prog Analyst-Hi	*	4.0	3	31,000	6.0	90	34,500	5.0	7	35,020	7.0	77
310.00 Dir Comp Ctr Opr/Adm	32,000	5.0	9	41,101	7.0	152	42,651	6.0	12	46,752	7.0	93
310.10 Assc Dir CC Opr/Adm	32,982	7.5	4	31,800	5.0	60	*	*		41,259	9.0	32
312.00 Chf Phys Plnt/Fac	48,500	2.5	12	46,834	7.0	293	51,314	5.5	16	46,858	7.0	230

*3 cases or less

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TABLE 32
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO-YEAR INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
312.10 Assc Dir Phys Plnt	31,200	3.5	6	35,755	6.0	110	31,386	1.0	5	39,144	6.0	91
312.20 Mgr Landscape/Grnds	30,900	10.0	9	29,546	6.0	124	*	13.0	3	29,791	7.0	54
312.30 Mgr Bldg Mnt Trades	*	10.0	2	31,940	6.0	83	30,185	4.5	4	36,352	5.0	38
312.40 Mgr Tech Trades	*	2.0	1	32,880	6.0	39	*	4.0	1	37,863	5.5	18
312.50 Mgr Custodial Srv	29,456	4.5	26	28,826	6.0	128	28,272	4.0	23	27,656	4.0	54
312.60 Mgr Power Plant	*	2.0	1	37,398	9.5	34	*	3.5	2	34,284	7.0	13
313.00 Comptroller	45,500	4.0	7	45,961	6.0	216	46,554	5.0	9	46,600	7.0	125
313.10 Manager Payroll	25,654	1.0	7	26,556	6.0	110	36,766	5.0	9	31,766	7.0	64
314.00 Dir Accounting	41,000	4.0	5	34,800	5.0	79	41,163	4.0	7	40,000	7.0	85
314.10 Staff Accountant-Hi	30,957	5.0	18	27,825	5.0	115	36,552	7.0	8	33,274	5.0	90
315.00 Bursar	27,447	7.0	6	31,200	6.0	80	49,835	4.0	4	36,956	9.0	43
315.10 Assc Bursar	*	6.0	3	25,410	5.0	17	*	3.0	1	34,018	15.0	6
316.00 Dir Purchasing	39,661	6.0	17	35,983	6.0	88	40,404	4.0	13	38,149	7.0	116
316.10 Assc Dir Purchasing	*	7.0	3	29,100	4.0	11	*	24.0	1	27,825	6.5	26
317.00 Dir Bookstore	25,853	3.0	7	28,153	8.0	220	42,694	10.0	11	29,683	8.0	148
317.10 Assc Dir Bookstore	*	23.0	1	21,556	4.0	49	*	7.0	3	26,594	6.0	30
318.00 Dir Internal Audit	*	3.0	1	39,000	4.0	17	56,280	4.0	5	40,103	4.0	31
319.00 Dir Aux Services	*	10.0	3	44,174	7.0	46	*	1.0	3	48,409	9.0	42
319.10 Mgr Mail Services	20,428	5.0	15	19,697	6.0	124	23,322	6.0	18	22,050	5.0	59
320.00 Dir Campus Security	35,000	4.0	21	32,050	5.0	204	34,233	5.0	19	33,156	5.5	96
321.00 Dir Risk Mgmt/Ins	*	*		43,535	5.0	9	*	*		52,675	11.0	8
322.00 Admin Hosp Med Ctr	*	*		*	11.0	1	*	*		*	*	
322.10 Dir Med Ctr Pub Rel	*	*		*	*		*	7.0	1	*	*	
322.20 Dir Med Ctr Pers	*	*		*	4.0	1	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	66,343	3.0	5	69,200	2.0	263	72,552	2.5	6	50,686	4.0	108
401.10 Dir Annual Giving	*	3.0	2	36,000	2.0	179	*	*		31,557	2.5	20
401.20 Dir Corp/Fndtn Rel	*	2.0	3	41,600	3.5	100	*	*		42,909	4.0	30
401.30 Coord Res Dev	*	1.0	3	30,589	4.0	79	*	15.0	1	41,055	3.0	19
401.40 Dir Planned Giving	*	1.0	1	47,917	4.0	115	*	*		42,654	7.5	4
402.00 Chf Public Rel Off	39,153	3.0	9	40,600	4.0	181	33,436	3.0	7	40,845	6.0	124
402.10 Dir Govt/Leg Rel	*	17.0	1	53,133	10.0	7	*	1.0	1	60,163	5.5	4
403.00 Chf Dev/Pub Rel Off	*	*		65,703	4.0	38	*	15.0	1	53,420	6.0	23
404.00 Dir Alumni Affairs	38,996	4.5	14	34,848	4.0	240	*	5.5	2	30,096	2.0	29
405.00 Dir Dev/Alumni Aff	*	2.0	3	38,805	4.0	33	*	11.0	2	38,900	2.5	18
406.00 Dir Major Gifts	*	1.0	1	49,663	3.0	53	*	3.0	1	47,000	1.0	7
407.00 Dir Church Relations	*	10.0	1	38,709	4.0	48	*	*		*	11.0	1
408.00 Dir Community Serv	*	4.0	2	31,713	5.0	25	48,696	7.0	9	44,384	5.5	46
409.00 Dir Publications	*	2.0	3	32,050	4.0	118	*	3.0	1	42,206	6.0	41
409.10 Assc Dir Publcatns	*	1.0	2	29,319	4.0	46	*	*		31,264	3.0	20
409.20 Mgr Printing Srv	27,842	4.0	5	27,000	7.5	100	28,352	11.5	8	31,536	9.0	57
410.00 Dir Info Office	*	2.0	1	34,062	4.0	93	*	4.5	2	36,632	5.0	81
411.00 Dir News Bureau	*	1.0	2	28,073	4.0	59	*	*		31,522	5.0	11
STUDENT SERVICES												
501.00 Chf Student Aff Off	62,900	4.0	23	57,210	6.0	265	63,612	4.5	46	60,428	7.0	207
501.10 Assc Chf Stud Aff Off	46,920	3.0	9	37,000	4.0	73	*	2.0	3	44,925	3.0	16
501.50 Dean of Students	47,860	3.0	11	45,472	4.0	104	56,511	4.0	16	53,913	6.0	62
502.00 Chief Admissions Off	41,785	3.0	13	46,538	5.0	250	45,345	4.0	13	43,426	6.0	116
502.10 Assc Dir Admissions	34,208	3.0	19	31,400	4.0	169	32,897	1.5	6	29,996	5.0	44
502.20 Admissions Counselor	23,840	2.0	24	21,015	2.0	108	30,297	3.0	19	26,820	4.0	68
502.30 Academic Advisor	28,799	4.0	9	30,342	4.0	51	*	6.0	3	33,532	5.0	11
503.00 Dir Adm & Registrar	*	9.0	3	36,772	4.0	8	56,681	4.0	13	47,109	8.0	81
504.00 Registrar	40,000	6.0	19	38,346	7.0	320	43,941	5.0	15	39,933	6.0	160
504.10 Assc Registrar	31,435	4.5	6	28,161	5.0	72	*	*		31,011	5.0	28
504.20 Asst Registrar	23,977	4.0	13	23,300	5.0	100	28,122	4.5	6	27,968	6.0	33
505.00 Dir Adm/Fin Aid	*	4.0	3	52,815	4.0	37	*	12.5	2	38,763	8.0	28
506.00 Dir Student Fin Aid	39,000	5.0	27	38,212	7.0	307	42,250	4.0	52	40,362	6.0	206
506.10 Assc Dir Std Fin Aid	33,480	5.0	11	26,702	4.0	159	33,264	3.0	7	29,662	4.0	55
507.00 Dir Food Services	*	*		42,627	7.0	70	*	3.0	3	32,988	6.0	42
507.10 Assc Dir Food Serv	*	10.0	2	28,770	5.0	32	*	5.0	1	24,875	2.0	10
508.00 Dir Student Housing	33,648	4.0	15	31,427	4.0	143	*	3.0	2	28,172	3.0	34
508.10 Assc Dir Std Housing	*	1.0	3	26,000	3.0	33	*	*		29,500	1.0	4
508.20 Housing Off/Adm Opr	*	6.0	1	28,000	4.0	16	*	2.0	1	*	*	
508.30 Housing Off/Res Life	26,500	3.0	5	25,241	2.0	79	*	1.0	1	22,777	4.0	11
509.00 Dir Union/Std Act	27,300	4.5	4	32,751	3.5	44	*	2.0	2	40,967	6.0	16
510.00 Dir Foreign Students	27,812	3.0	7	29,209	4.0	36	39,000	12.0	5	34,953	5.0	11
511.00 Dir Student Union	*	7.0	2	34,534	4.0	33	*	6.0	1	*	6.0	3
511.10 Assc Dir Std Union	*	7.0	3	26,104	4.5	8	*	1.0	1	38,449	4.0	5
512.00 Dir Std Activities	31,900	2.0	20	27,812	3.0	146	37,035	4.0	20	33,734	5.0	119
513.00 Dir Career Dev/Plcmt	36,742	3.0	17	34,233	5.0	253	36,687	4.5	18	35,724	6.0	126
514.00 Dir Std Counseling	40,100	4.0	22	36,536	5.0	166	44,812	6.0	26	42,938	6.0	112
514.10 Assc Dir Std Cnslg	*	13.0	3	27,600	3.0	31	*	2.0	3	41,534	3.5	14
515.00 Dir Std Hlth-Physicn	36,322	6.5	4	67,560	6.0	31	*	*		41,000	8.0	9
516.00 Dir Std Hlth-Nurse	32,081	10.0	12	27,958	7.0	201	*	8.0	3	40,000	8.0	44
517.00 Dir Campus Ministries	33,310	3.0	8	33,503	4.0	158	*	*		27,040	1.0	9
518.00 Dir Athletics	46,347	4.5	14	44,978	5.0	264	*	8.0	3	45,546	6.0	119
519.00 Dir Sports Info	27,015	6.0	4	23,218	4.0	113	*	1.0	1	27,600	4.0	13
520.00 Dir Athletics/Men	*	5.0	3	42,940	6.0	13	*	*		*	1.0	1
521.00 Dir Athletics/Women	*	2.0	1	39,266	8.0	24	*	*		*	2.0	3
522.00 Dir Campus Rec/Intrmrl	28,663	5.5	4	29,112	5.0	72	26,770	5.5	4	33,190	5.5	26
523.00 Chief Enrollment Mgmt	55,697	10.0	5	62,531	4.0	71	*	4.0	3	49,251	4.0	15
524.00 Dir Minority Affairs	34,787	3.0	72	*	1.0	3	37,475	2.0	29	*	1.0	1
525.00 Dir Conferences	*	7.0	3	32,300	3.0	68	*	4.5	2	36,050	3.0	17

*3 cases or less

TABLE 33
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY		DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
		INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
		Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE													
101.00	CEO/System	162,125	5.0	10	168,504	4.0	27	115,000	9.0	15	128,830	5.0	15
101.10	Asst to CEO/System	81,810	4.0	17	107,935	9.0	4	72,600	4.5	4	*	*	
102.00	CEO/Single Inst	140,049	6.0	37	159,479	5.0	88	104,000	7.0	57	114,650	5.0	199
102.10	Asst to CEO/Single	71,263	5.0	59	77,350	5.0	25	60,312	5.0	85	53,197	4.0	52
103.00	Exec Vice Pres	140,800	4.0	26	147,240	4.5	10	87,000	3.0	23	81,034	5.0	15
ACADEMIC													
201.00	Chief Acad Off	126,150	4.0	65	129,000	3.0	68	87,856	4.0	122	94,693	3.0	119
201.10	Assc Chief Acad Off	91,559	4.0	65	91,068	3.5	6	74,153	3.0	79	67,368	5.0	19
202.00	Chf Hlth Prof Off	180,626	8.5	16	217,998	5.5	12	98,948	5.0	7	*	3.5	2
203.00	Dir Library Serv	72,300	5.3	48	92,068	8.0	107	54,996	8.0	73	63,000	8.0	180
203.20	Acquistns Librarian	42,962	5.0	59	43,351	6.0	45	36,212	9.0	63	34,591	7.0	82
203.30	Chf Tech Serv Libn	55,326	7.0	56	56,092	6.0	48	42,382	7.0	58	37,460	8.0	97
203.40	Chf Public Serv Libn	54,477	6.0	43	58,220	7.0	40	42,285	7.0	53	37,200	7.0	79
203.50	Reference Librarian	43,910	6.0	52	43,920	4.0	41	36,831	8.0	61	33,550	7.5	120
203.60	Catalog Librarian	45,000	5.5	38	38,200	3.0	28	34,530	8.0	40	32,031	5.0	69
204.00	Dir Instit Research	65,178	5.0	64	63,705	7.0	39	52,640	5.0	83	49,000	6.0	77
204.10	Assc Dir Inst Res	50,000	6.0	24	43,992	2.0	11	38,707	3.0	18	39,433	4.0	17
205.00	Dir Educ Media Serv	56,000	8.0	53	56,965	7.0	29	41,808	9.0	61	41,161	7.0	69
206.00	Dir Learning Res Ctr	52,089	7.0	25	53,039	9.0	16	46,428	8.5	32	38,048	6.0	51
207.00	Dir Internatl Educ	73,500	5.5	28	74,218	6.5	20	54,825	6.0	34	41,213	5.5	16
207.10	Dir Internatl Std Ed	57,529	4.0	31	62,960	3.5	10	49,200	6.5	22	47,250	3.0	15
208.00	Dir Comp Ctr Opr/Acad	73,500	7.0	47	72,992	5.5	26	55,345	6.0	52	49,037	6.0	53
208.10	Assc Dir CC Opr/Acad	68,450	9.0	32	61,092	7.0	9	48,387	7.0	22	44,100	5.0	19
209.00	Dir Spons Res & Prog	70,200	7.5	68	72,461	5.0	42	56,280	6.0	47	53,545	5.0	56
210.00	Dean,Architecture	111,000	4.0	9	105,000	3.0	30	*	1.0	2	*	10.5	2
211.00	Dean,Agriculture	109,228	6.0	17	113,850	5.0	18	79,496	5.0	5	*	9.0	2
212.00	Dean,Arts & Letters	104,172	4.5	14	120,150	3.5	8	71,067	5.0	21	77,368	5.0	12
213.00	Dean,Arts & Sciences	104,515	4.0	52	104,092	4.0	39	78,937	4.5	74	81,345	4.0	56
214.00	Dean,Business	116,992	7.5	60	126,000	3.0	60	82,174	5.0	76	90,000	4.0	104
215.00	Dean,Communications	96,042	8.0	11	103,093	5.0	17	52,784	3.0	7	75,316	4.5	6
216.00	Dean,Continuing Ed	86,599	8.0	39	91,420	6.0	28	70,260	6.0	51	72,225	5.0	35
217.00	Dean,Dentistry	153,030	4.0	12	142,137	3.0	16	*	7.0	1	*	10.0	1
218.00	Dean,Education	95,350	3.0	44	103,881	5.0	62	75,000	5.0	67	79,013	5.0	77
219.00	Dean,Engineering	121,375	6.0	40	130,000	6.0	49	83,400	6.0	23	99,175	4.5	24
221.00	Dean,Extension	101,500	9.5	16	98,500	4.0	9	67,599	6.0	5	*	8.0	1
222.00	Dean,Fine Arts	91,534	8.0	21	100,940	3.0	20	70,886	6.0	26	76,508	5.5	22
223.00	Dean,Graduate Program	96,713	4.0	72	99,486	5.0	35	70,000	5.0	91	75,197	5.0	46
224.00	Dean,Hlth-Rltd Prof	96,289	6.0	17	99,919	6.0	15	74,630	7.0	21	86,750	3.0	17
225.00	Dean,Home Economics	89,800	4.0	8	104,500	6.0	15	*	*		*	7.0	3
226.00	Dean,Humanities	105,060	3.5	14	*	2.0	3	70,190	4.5	20	77,897	3.0	12
227.00	Dean,Instruction	*	8.0	2	*	*		*	*		*	*	
228.00	Dean,Law	143,000	5.0	32	140,000	3.0	30	123,050	7.0	5	150,000	5.0	20
229.00	Dean,Lib & Inf Sci	91,000	6.0	15	96,306	6.0	17	68,438	2.5	10	74,058	6.5	14
230.00	Dean,Mathematics	77,844	3.0	6	*	*		65,363	6.0	7	*	7.5	2
231.00	Dean,Medicine	234,351	4.5	24	225,000	6.0	17	*	5.0	3	192,000	6.0	5
232.00	Dean,Music	87,566	3.5	10	98,368	4.0	15	66,855	8.5	8	78,198	4.5	10
233.00	Dean,Nursing	99,000	4.5	14	108,655	5.0	48	72,970	6.0	22	76,410	4.5	34
234.00	Dean,Occ Std/Voc Ed	86,704	5.5	4	87,500	4.0	4	74,907	5.0	14	73,377	9.0	15
235.00	Dean,Pharmacy	118,734	7.0	11	114,268	7.0	18	*	4.0	3	*	5.0	3
236.00	Dean,Public Health	137,000	5.0	11	175,745	3.0	4	*	*		*	15.0	1
237.00	Dean,Sciences	112,412	3.0	17	119,500	4.0	15	73,770	6.0	39	82,950	4.0	17
238.00	Dean,Social Sciences	111,531	4.0	14	107,700	7.0	5	74,443	8.0	20	87,627	5.0	7
239.00	Dean,Social Work	100,000	6.0	16	105,000	5.0	23	50,813	1.0	5	84,873	4.0	5
240.00	Dean,Special Programs	72,890	9.0	4	*	6.0	2	67,008	10.5	10	77,869	2.5	4
241.00	Dean,Undergrad Prog	89,021	4.0	27	105,000	2.0	4	68,882	7.0	17	73,000	3.0	8
242.00	Dean,Veterinary Med	121,900	7.5	8	127,000	7.5	8	*	*		*	*	
243.00	Dir Continuing Educ	65,134	5.0	31	75,824	4.0	13	51,963	4.0	43	42,322	4.0	44
ADMINISTRATIVE													
301.00	Chief Business Off	109,832	9.0	69	116,200	5.0	58	82,632	7.5	85	86,236	5.0	151
301.01	Chief Admin Off	101,115	7.0	21	107,000	4.0	24	71,932	6.0	31	89,549	6.0	21
301.02	Chief Financial Off	88,580	5.0	45	110,674	4.0	22	75,196	7.5	50	70,681	5.0	60
301.10	Dir Env Health/Safety	59,034	5.0	67	70,645	5.0	40	44,198	4.5	24	43,715	4.0	41
301.20	Dir Telecommunic	61,861	6.0	69	56,424	7.0	46	47,650	6.0	55	44,200	6.0	53
302.00	Chief Planning Off	98,056	4.0	17	96,748	5.5	10	73,721	6.0	20	60,640	7.0	12
303.00	Chief Budgeting Off	71,608	5.5	84	69,792	4.0	27	54,392	5.0	63	53,539	7.0	38
303.10	Assc Budget Dir	56,200	5.0	54	58,242	5.5	12	42,130	5.0	34	36,822	3.0	21
304.00	Chief Plan-Budgt Off	90,000	6.0	25	86,653	6.5	6	68,054	8.0	15	61,550	6.0	9
305.00	General Counsel	87,742	8.5	34	99,867	6.0	57	68,138	7.0	12	71,612	6.0	30
305.10	Staff Attorney	70,000	6.0	7	61,800	3.0	27	*	11.0	1	44,290	2.0	6
306.00	Chf Personnel/HR Off	73,072	5.5	66	78,667	4.0	79	52,230	7.0	90	55,368	7.0	140
306.10	Assc Dir Pers/HR	56,542	6.0	44	51,000	4.0	27	43,390	7.0	49	38,423	4.0	32
306.20	Manager Benefits	46,422	6.0	75	47,495	5.0	43	32,722	5.0	84	32,300	4.0	41
306.30	Manager Training-Dev	45,009	4.0	44	41,379	4.0	30	31,079	3.0	15	34,235	5.0	19
306.40	Manager Empl Relatns	45,636	5.0	34	44,082	2.0	11	36,770	4.5	10	40,953	3.5	6
306.50	Manager Labor Rel	60,339	7.0	17	52,270	6.0	15	*	4.0	3	*	1.0	3
306.60	Manager Employment	43,491	6.0	60	42,550	5.0	25	33,500	6.5	42	29,404	3.0	17
306.70	Mgr Wage-Sal/Mgr Comp	44,196	5.0	56	43,747	4.0	28	36,038	4.0	20	31,706	5.0	18
306.80	Mgr Personnel Inf Sys	45,423	6.0	44	44,715	5.0	16	32,437	5.0	21	40,919	3.0	9
307.00	Dir AA/EEO	58,002	5.0	46	64,000	5.5	66	45,501	4.0	46	51,000	5.0	52
307.10	Assc Dir AA/EEO	40,400	3.0	22	39,548	4.0	9	*	1.0	3	36,278	5.5	6
308.00	Dir Pers/AA	55,000	10.0	4	65,000	1.5	6	50,035	5.0	19	46,647	6.0	13
309.00	Chief Inform Sys Off	83,742	6.0	63	92,381	8.0	46	64,156	7.5	68	67,315	6.0	100
309.10	Assc Dir Computer Ctr	70,205	6.0	23	75,566	7.0	9	49,780	7.5	48	50,683	9.0	17
309.20	Data Base Admin	55,310	8.0	47	51,450	3.0	18	41,942	6.0	44	38,245	7.0	33
309.30	Sys Analyst-Hi	44,840	6.0	25	45,000	5.0	8	41,801	5.0	48	38,866	8.0	43
309.50	Prog Analyst-Hi	34,452	7.0	21	41,578	8.0	6	34,858	6.0	46	36,679	6.0	64

*3 cases or less

TABLE 33
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES
FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310 00 Dir Comp Ctr Ops/Adm	69,471	7.0	63	85,397	7.0	23	53,947	6.5	68	52,595	7.0	69
310 10 Assc Dir CC Ops/Adm	63,650	8.0	22	57,801	4.0	16	45,606	6.0	27	47,901	6.5	24
312 00 Chf Phys Plnt/Fac	78,473	6.0	89	81,370	5.0	56	58,580	6.0	105	58,500	6.0	154
312 10 Assc Dir Phys Plnt	61,200	6.0	50	62,500	6.0	39	43,471	6.0	47	46,464	6.0	67
312 20 Mgr Landscape/Grnds	41,138	8.0	60	43,388	6.0	52	34,490	9.0	71	34,470	7.0	86
312 30 Mgr Bldg Mnt Trades	50,147	6.0	61	50,959	4.0	28	38,567	6.5	74	37,830	7.5	46
312 40 Mgr Tech Trades	47,675	6.0	30	45,900	5.0	11	36,021	6.0	28	42,874	6.0	30
312 50 Mgr Custodial Srv	43,230	6.0	68	41,907	5.0	41	33,678	6.0	90	31,606	6.0	64
312 60 Mgr Power Plant	49,907	6.0	60	47,586	6.0	31	38,017	7.5	50	40,510	6.0	27
313 00 Comptroller	76,318	7.0	83	75,927	7.0	46	57,053	9.0	98	53,750	5.0	81
313 10 Manager Payroll	45,323	7.0	91	41,765	5.0	43	33,000	7.0	109	32,326	5.0	52
314 00 Dir Accounting	59,628	6.0	86	57,640	5.0	23	47,919	6.5	68	44,139	6.5	66
314 10 Staff Accountant-Hi	42,286	6.0	25	35,475	5.0	15	33,500	6.0	59	33,777	5.0	73
315 00 Bursar	54,203	6.0	74	52,300	6.0	22	38,509	7.0	80	42,150	6.0	*45
315 10 Assc Bursar	43,128	5.0	17	39,900	6.0	11	29,600	5.0	18	34,043	4.0	8
316 00 Dir Purchasing	55,854	5.0	64	59,500	6.0	61	41,064	8.0	117	43,024	6.0	87
316 10 Assc Dir Purchasing	46,025	6.0	52	48,580	5.0	18	33,000	6.0	37	33,224	7.0	22
317 00 Dir Bookstore	50,485	7.0	47	53,028	6.5	34	37,195	6.5	52	39,147	7.0	68
317 10 Assc Dir Bookstore	42,807	5.0	24	34,813	5.0	15	31,164	5.0	15	27,565	4.5	22
318 00 Dir Internal Audit	65,000	10.0	57	59,661	6.0	66	43,430	4.0	26	46,351	6.0	56
319 00 Dir Aux Services	68,232	5.0	50	76,271	8.0	19	54,684	9.0	59	55,494	6.0	33
319 10 Mgr Mail Services	31,904	6.0	52	36,850	8.0	32	26,800	5.0	88	25,644	7.0	60
320 00 Dir Campus Security	35,925	6.0	69	39,897	5.0	80	42,204	6.5	86	43,212	6.0	145
321 00 Dir Risk Mgmt/Ins	58,650	5.0	45	62,750	6.5	34	44,954	7.0	19	45,284	7.0	9
322 00 Admin Hosp Med Ctr	182,410	9.5	8	169,900	5.5	12	*	7.0	1	*	9.0	1
322 10 Dir Med Ctr Pub Rel	60,707	5.0	16	79,100	7.0	11	*	*	*	*	9.5	2
322 20 Dir Med Ctr Pers	78,550	6.0	15	66,846	4.0	8	*	17.0	1	*	*	
EXTERNAL AFFAIRS												
401 00 Chief Development Off	98,800	5.0	43	105,500	3.0	64	78,338	4.0	56	74,971	3.0	144
401 10 Dir Annual Giving	45,828	2.0	41	50,000	3.0	41	38,776	2.0	42	39,062	3.0	79
401 20 Dir Corp/Fndtn Rel	59,975	3.0	27	63,495	3.0	44	46,800	3.0	27	49,680	2.5	54
401 30 Coord Res Dev	40,575	3.0	41	40,536	4.0	19	30,000	5.0	25	35,000	4.0	33
401 40 Dir Planned Giving	61,739	4.0	40	64,546	4.0	42	45,787	4.0	25	52,754	4.0	49
402 00 Chf Public Rel Off	74,664	6.5	48	84,774	4.0	44	54,432	7.0	56	47,700	4.0	100
402 10 Dir Govt/Leg Rel	79,008	5.0	44	83,436	4.0	33	65,500	3.5	12	64,229	5.0	13
403 00 Chf Dev/Pub Rel Off	113,710	3.0	19	105,000	3.5	26	77,282	5.0	24	85,534	5.0	32
404 00 Dir Alumni Affairs	56,981	4.5	64	61,372	6.0	62	42,667	5.0	89	39,452	4.0	118
405 00 Dir Dev/Alumni Aff	58,475	6.0	9	87,822	2.0	9	45,900	4.0	15	56,228	5.0	17
406 00 Dir Major Gifts	68,325	2.0	22	61,900	4.0	23	44,300	1.5	14	52,002	3.0	22
407 00 Dir Church Relations	*	1.0	1	*	5.5	2	55,648	6.0	5	46,550	4.0	15
408 00 Dir Community Serv	48,476	3.0	11	56,150	3.0	11	37,500	2.0	10	33,125	2.0	11
409 00 Dir Publications	49,131	6.0	53	52,137	5.5	32	38,723	7.0	53	39,858	5.0	69
409 10 Assc Dir Publicatns	36,868	5.5	24	38,955	5.0	13	31,145	4.5	20	30,217	4.0	23
409 20 Mgr Printing Srv	45,365	6.5	66	52,000	6.0	35	32,941	11.0	62	35,122	7.5	70
410 00 Dir Info Office	56,714	5.5	42	57,000	5.0	34	40,680	6.0	28	40,950	4.0	65
411 00 Dir News Bureau	45,032	5.0	30	45,000	4.0	22	39,125	6.0	25	31,827	3.0	48
STUDENT SERVICES												
501 00 Chf Student Aff Off	96,300	7.0	77	100,678	6.0	63	74,552	6.0	106	76,500	6.0	127
501 10 Assc Chf Stud Aff Off	69,120	4.0	41	69,750	6.0	10	51,982	6.0	39	53,951	5.0	33
501 50 Dean of Students	69,300	4.0	51	67,064	4.0	18	52,276	6.0	58	52,375	5.0	60
502 00 Chief Admissions Off	60,264	6.0	71	71,692	4.0	49	50,022	6.5	114	53,826	5.0	81
502 10 Assc Dir Admissions	45,473	5.0	56	43,286	5.0	18	36,732	5.0	107	35,310	4.0	44
502 20 Admissions Counselor	28,896	5.0	9	25,300	2.0	9	26,351	4.0	19	23,998	3.0	72
502 30 Academic Advisor	37,618	6.0	7	35,715	5.0	7	29,275	4.0	31	30,242	5.0	25
503 00 Dir Adm & Registrar	70,088	9.0	13	*	5.5	2	56,040	6.0	16	57,467	6.0	11
504 00 Registrar	63,936	9.0	86	63,186	7.0	48	48,518	7.0	139	47,586	6.0	88
504 10 Assc Registrar	44,805	7.0	67	43,820	4.0	13	36,812	6.0	77	36,000	6.0	20
504 20 Asst Registrar	32,243	4.5	36	36,197	5.0	14	29,763	5.0	67	28,086	4.0	22
505 00 Dir Adm/Fin Aid	62,556	9.0	11	78,786	10.0	5	70,175	2.5	16	52,924	2.0	9
506 00 Dir Student Fin Aid	60,426	7.0	77	61,251	7.0	68	45,450	7.0	122	48,739	7.0	133
506 10 Assc Dir Std Fin Aid	42,000	4.0	69	42,475	8.0	23	33,708	5.0	117	34,860	5.0	51
507 00 Dir Food Services	57,310	7.0	29	58,692	5.0	31	46,476	7.0	25	44,229	7.0	36
507 10 Assc Dir Food Serv	45,987	6.0	21	43,834	11.0	7	38,880	5.0	7	34,586	7.0	13
508 00 Dir Student Housing	60,651	6.0	63	58,008	6.0	52	45,948	6.0	74	41,196	6.0	97
508 10 Assc Dir Std Housing	43,495	5.5	44	43,995	4.0	21	35,416	5.0	39	33,400	4.0	33
508 20 Housing Off/Adm Oper	45,215	8.0	40	39,637	6.0	12	33,800	4.0	20	31,800	5.0	19
508 30 Housing Off/Res Life	40,437	6.0	35	37,835	6.0	27	35,100	4.0	33	29,634	3.0	37
509 00 Dir Union/Std Act	54,508	6.0	38	51,664	6.0	19	45,783	6.0	26	42,396	5.0	31
510 00 Dir Foreign Students	45,996	9.0	47	43,338	8.0	33	36,000	7.0	39	34,409	6.5	32
511 00 Dir Student Union	51,007	10.0	45	53,466	6.0	30	45,875	7.0	42	44,495	6.0	41
511 10 Assc Dir Std Union	38,649	4.0	34	38,209	7.0	18	37,591	4.0	28	32,450	7.0	15
512 00 Dir Std Activities	45,517	8.5	52	42,511	4.0	29	37,532	5.5	64	32,300	5.0	96
513 00 Dir Career Dev/Plcmt	50,911	7.0	77	55,395	6.0	63	43,350	6.0	114	38,728	5.0	126
514 00 Dir Std Counseling	59,296	7.0	81	59,645	6.0	54	49,224	6.0	89	44,545	7.0	114
514 10 Assc Dir Std Cnslg	48,144	5.0	42	43,918	9.5	8	40,218	5.0	24	34,500	5.0	27
515 00 Dir Std Hlth-Physcn	80,706	5.5	42	88,994	5.0	56	78,120	2.5	12	80,004	6.0	48
516 00 Dir Std Hlth-Nurse	47,323	6.0	31	44,936	7.0	24	39,391	6.0	54	33,250	5.0	99
517 00 Dir Campus Ministries	55,000	5.0	7	55,026	5.0	19	35,409	3.0	19	36,129	5.0	56
518 00 Dir Athletics	90,308	6.0	45	92,820	5.5	78	57,866	6.0	91	63,445	6.0	127
519 00 Dir Sports Info	40,284	7.0	44	36,400	6.0	73	30,000	6.0	52	30,000	6.0	132
520 00 Dir Athletics/Men	99,000	9.0	11	103,000	4.0	8	48,448	9.0	10	57,550	5.5	4
521 00 Dir Athletics/Women	54,614	8.0	27	61,008	5.5	14	46,108	13.0	23	41,367	6.5	16
522 00 Dir Campus Rec/Intrml	49,868	8.0	67	51,717	9.0	39	43,000	8.0	63	33,920	6.0	67
523 00 Chief Enrollment Mgmt	72,942	3.0	18	76,100	4.0	19	66,711	3.0	39	68,630	3.0	22
524 00 Dir Minority Affairs	50,000	5.0	38	46,800	4.0	29	43,796	6.0	33	34,440	3.0	58
525 00 Dir Conferences	52,479	7.0	35	45,773	6.0	16	39,848	5.0	36	33,996	5.0	34

*5 cases or less

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TABLE 34
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1996-97 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO-YEAR INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO/System	83,671	5.0	4	109,395	7.0	19	96,767	9.0	27	99,552	5.0	53
101.10 Asst to CEO/System	*	9.0	1	*	3.0	3	53,075	9.0	21	*	11.0	3
102.00 CEO/Single Inst	94,125	10.0	79	110,000	6.0	250	87,850	10.0	89	92,700	6.0	150
102.10 Asst to CEO/Single	40,350	4.5	94	41,650	5.0	59	41,000	7.0	43	42,509	8.0	18
103.00 Exec Vice Pres	69,618	7.0	23	75,000	4.0	23	81,442	8.0	31	68,900	5.5	12
ACADEMIC												
201.00 Chief Acad Off	72,062	5.0	150	78,400	4.0	172	68,216	6.0	126	69,157	4.0	132
201.10 Assc Chief Acad Off	55,215	2.0	63	52,000	3.0	26	62,080	3.5	24	55,000	8.5	6
202.00 Chf Hlth Prof Off	*	*		*	7.0	2	56,406	8.0	10	48,088	5.0	5
203.00 Dir Library Serv	42,444	7.0	91	46,200	8.0	249	47,700	11.0	69	45,125	7.0	128
203.20 Acquistns Librarian	27,415	9.0	39	30,231	8.0	80	42,369	16.0	12	34,385	11.0	33
203.30 Chf Tech Serv Libn	31,411	10.5	50	31,668	7.0	140	35,139	7.5	18	38,244	7.0	60
203.40 Chf Public Serv Libn	37,220	6.5	34	30,729	7.0	87	41,686	12.0	11	35,450	6.0	31
203.50 Reference Librarian	34,072	9.0	33	28,000	5.0	155	33,044	6.0	13	36,189	9.0	67
203.60 Catalog Librarian	30,320	9.0	19	30,305	5.0	65	44,447	15.0	9	29,417	3.5	26
204.00 Dir Instit Research	45,256	7.0	59	46,067	5.0	43	47,799	3.0	57	47,825	4.0	77
204.10 Assc Dir Inst Res	29,938	5.0	6	26,875	2.0	9	59,861	4.0	6	38,287	3.8	12
205.00 Dir Educ Media Serv	32,900	8.5	52	33,432	6.0	86	40,886	9.0	31	41,784	8.0	45
206.00 Dir Learning Res Ctr	37,094	7.0	41	30,800	5.0	63	48,600	8.5	62	47,254	5.5	66
207.00 Dir Internatl Educ	50,633	4.5	22	40,000	4.0	14	*	4.0	1	*	2.5	2
207.10 Dir Internatl Std Ed	46,414	4.0	9	43,500	4.0	12	*	10.5	2	*	5.0	2
208.00 Dir Comp Ctr Opr/Acad	43,250	6.0	47	43,471	5.0	65	44,643	6.0	35	43,354	7.0	29
208.10 Assc Dir CC Opr/Acad	37,917	5.0	19	35,000	4.0	24	53,752	8.0	6	42,808	1.0	7
209.00 Dir Sponsr Res & Prog	42,932	5.0	15	31,654	4.0	27	44,516	5.0	27	43,175	4.0	21
210.00 Dean,Architecture	*	*		*	11.0	1	*	*		*	*	
211.00 Dean,Agriculture	*	11.0	1	*	1.0	1	*	4.0	3	53,170	10.0	9
212.00 Dean,Arts & Letters	58,949	4.0	11	53,113	14.0	6	57,510	8.0	17	*	1.0	3
213.00 Dean,Arts & Sciences	60,380	3.0	29	65,103	4.0	19	56,899	7.0	49	57,000	6.0	23
214.00 Dean,Business	53,708	3.0	53	72,300	4.0	38	54,483	5.0	86	55,284	5.0	47
215.00 Dean,Communications	45,740	4.5	14	35,036	2.0	4	50,920	6.0	18	62,599	8.0	8
216.00 Dean,Continuing Ed	52,352	6.5	30	53,152	7.0	23	58,347	7.0	65	56,549	7.0	47
217.00 Dean,Dentistry	*	*		*	2.0	1	*	8.0	1	*	2.0	1
218.00 Dean,Education	52,209	6.5	44	50,459	3.0	25	65,041	7.0	5	59,759	9.0	5
219.00 Dean,Engineering	*	4.0	3	57,411	4.0	4	58,390	10.0	29	58,752	5.5	14
221.00 Dean,Extension	*	4.0	1	*	6.0	2	62,121	6.0	15	59,766	8.0	7
222.00 Dean,Fine Arts	48,360	3.0	20	48,710	3.0	11	56,096	6.0	13	56,671	6.5	8
223.00 Dean,Graduate Program	56,400	4.0	27	58,369	3.0	17	*	*		*	*	
224.00 Dean,Hlth-Rltd Prof	52,185	6.0	6	60,476	6.0	8	55,996	6.0	62	56,063	4.5	28
225.00 Dean,Home Economics	*	11.0	1	*	2.0	2	*	15.0	3	*	*	
226.00 Dean,Humanities	46,512	4.0	33	44,207	6.0	8	56,032	6.0	35	54,458	4.0	18
227.00 Dean,Instruction	*	2.0	1	*	*		56,600	3.5	18	69,911	7.5	10
228.00 Dean,Law	90,482	6.5	4	*	7.0	1	*	3.0	1	*	2.5	2
229.00 Dean,Lib & Inf Sci	*	*		*	5.0	2	47,000	4.0	5	51,438	7.0	5
230.00 Dean,Mathematics	38,877	4.0	10	47,849	5.0	9	57,350	5.0	28	50,580	6.0	11
232.00 Dean,Music	45,266	4.5	10	37,825	9.0	7	*	1.0	2	*	15.0	1
233.00 Dean,Nursing	55,200	6.0	23	56,345	7.0	26	52,298	3.0	35	51,396	5.5	24
234.00 Dean,Occ Std/Voc Ed	63,000	8.5	6	*	6.0	1	56,396	6.0	70	57,120	4.5	44
235.00 Dean,Pharmacy	*	1.0	1	*	18.0	1	*	*		*	*	
237.00 Dean,Sciences	52,894	5.5	36	59,151	6.0	13	57,918	5.0	40	70,249	4.0	8
238.00 Dean,Social Sciences	49,156	7.0	41	48,236	11.0	5	56,104	5.0	34	58,560	5.0	17
239.00 Dean,Social Work	40,400	7.0	9	*	3.0	3	*	8.0	1	*	2.5	2
240.00 Dean,Special Programs	53,700	5.5	12	52,293	9.0	9	50,749	5.0	32	52,000	4.0	14
241.00 Dean,Undergrad Prog	50,308	3.5	6	*	2.5	3	*	2.0	2	*	3.0	3
243.00 Dir Continuing Educ	37,631	6.0	35	39,482	3.0	36	45,150	5.0	58	46,720	6.0	43
ADMINISTRATIVE												
301.00 Chief Business Off	66,760	9.0	113	74,800	6.0	220	67,158	8.0	109	66,000	8.0	157
301.01 Chief Admin Off	67,870	7.0	27	63,630	6.0	10	70,150	8.5	34	64,004	4.0	14
301.02 Chief Financial Off	57,737	4.0	31	55,350	6.5	42	58,242	7.0	32	57,669	5.0	52
301.10 Dir Env Health/Safety	31,800	3.0	7	38,000	3.0	8	47,229	5.5	8	41,288	3.0	8
301.20 Dir Telecommunic	32,302	5.0	23	34,070	4.0	21	46,543	4.0	15	39,558	6.5	12
302.00 Chief Planning Off	63,464	6.0	15	50,840	3.0	9	73,166	9.0	25	61,567	6.0	15
303.00 Chief Budgeting Off	47,072	4.5	18	50,106	4.0	17	59,405	7.0	20	50,002	6.5	28
303.10 Assc Budget Dir	42,204	3.0	11	39,200	6.0	11	42,510	5.0	9	40,000	4.5	5
304.00 Chief Plan-Budgt Off	60,439	7.0	5	60,550	5.0	8	*	9.0	2	67,679	9.0	4
305.00 General Counsel	*	14.0	1	64,092	8.0	5	*	3.0	1	63,600	2.0	14
305.10 Staff Attorney	*	*		*	8.0	3	*	10.0	1	*	2.0	1
306.00 Chf Personnel/HR Off	39,122	6.0	81	45,143	5.0	117	48,750	6.0	68	52,841	7.0	84
306.10 Assc Dir Pers/HR	35,630	5.0	23	33,630	3.0	23	40,885	4.0	19	47,052	4.0	21
306.20 Manager Benefits	30,823	5.0	24	33,190	5.0	21	31,498	4.0	22	37,922	4.0	19
306.30 Manager Training-Dev	*	1.0	1	*	3.0	3	44,276	3.0	11	41,329	5.0	9
306.40 Manager Empl Relatns	*	7.0	3	*	1.0	1	*	1.0	1 *	*	6.0	3
306.50 Manager Labor Rel	*	*		*	*		54,760	14.5	4	*	4.3	2
306.60 Manager Employment	28,342	3.5	4	33,280	3.0	8	35,680	4.0	14	39,729	4.0	10
306.70 Mgr Wage-Sal/Mgr Comp	*	1.0	2	*	4.0	2	31,176	8.0	5	40,948	2.0	5
306.80 Mgr Personnel Inf Sys	28,500	5.5	6	28,234	3.5	6	29,289	10.0	5	37,480	2.0	4
307.00 Dir AA/EEO	43,426	5.0	10	44,300	4.0	14	53,602	5.0	14	50,854	4.0	23
307.10 Assc Dir AA/EEO	*	11.5	2	*	*		*	4.0	3	27,445	2.5	4
308.00 Dir Pers/AA	34,570	6.0	26	36,354	4.0	16	43,320	7.0	29	46,666	5.0	43
309.00 Chief Inform Sys Off	51,242	7.0	63	51,037	7.0	97	53,474	9.0	65	54,265	7.0	84
309.10 Assc Dir Computer Ctr	39,810	5.0	22	39,169	5.0	31	43,905	8.0	11	42,797	7.0	17
309.20 Data Base Admin	35,800	5.5	12	31,300	5.0	23	42,074	6.0	18	48,490	6.5	18
309.30 Sys Analyst-Hi	34,946	6.0	31	34,150	4.0	58	39,322	9.0	33	39,956	7.5	40
309.50 Prog Analyst-Hi	32,664	4.0	17	28,965	6.0	56	35,635	7.0	27	34,874	6.0	57
310.00 Dir Comp Ctr Opr/Adm	43,091	8.0	66	39,550	6.0	95	45,545	7.5	46	49,790	7.0	59
310.10 Assc Dir CC Opr/Adm	33,236	6.0	32	29,828	4.0	32	40,164	9.5	20	43,076	8.5	12
312.00 Chf Phys Plnt/Fac	43,500	8.0	109	47,875	6.0	165	45,174	8.0	93	48,235	6.0	152

*3 cases or less

TABLE 34
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1994-95 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO-YEAR INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
312.10 Assc Dir Phys Plnt	33,750	6.0	95	37,279	5.0	60	37,623	7.0	44	39,774	5.0	52
312.20 Mgr Landscape/Grnds	28,430	7.0	53	30,660	6.0	79	29,746	7.0	27	29,803	7.5	30
312.30 Mgr Bldg Mnt Trades	31,940	6.0	54	32,064	6.0	31	33,864	5.0	19	37,044	6.0	23
312.40 Mgr Tech Trades	32,878	6.0	21	37,245	6.0	19	37,308	5.5	12	34,292	4.0	9
312.50 Mgr Custodial Srv	28,776	6.0	86	29,250	5.0	66	27,995	4.0	43	26,447	4.0	34
312.60 Mgr Power Plant	38,919	7.0	17	37,398	10.0	17	34,163	5.5	8	38,857	8.0	7
313.00 Comptroller	45,402	6.0	79	46,550	6.0	144	46,230	9.0	57	46,554	7.0	76
313.10 Manager Payroll	27,391	5.5	70	25,768	5.0	48	33,074	7.0	54	31,873	8.0	38
314.00 Dir Accounting	35,221	6.0	42	35,000	5.0	42	39,320	7.0	41	41,528	5.5	52
314.10 Staff Accountant-Hi	28,997	5.0	57	27,825	5.0	76	33,501	6.5	36	33,300	5.0	61
315.00 Bursar	30,178	6.5	56	33,831	6.0	30	36,785	11.5	26	41,812	6.5	20
315.10 Assc Bursar	23,125	6.0	12	26,211	5.0	8	29,914	13.0	5	*	3.0	1
316.00 Dir Purchasing	32,787	6.0	59	39,006	6.0	45	34,633	8.0	53	41,035	6.0	75
316.10 Assc Dir Purchasing	29,100	5.0	11	*	1.0	3	28,104	8.0	16	27,223	5.0	11
317.00 Dir Bookstore	26,809	8.5	102	29,400	7.0	124	32,033	8.5	76	29,629	7.0	83
317.10 Assc Dir Bookstore	20,850	4.0	26	24,209	4.5	24	27,731	4.0	17	23,761	7.0	16
318.00 Dir Internal Audit	38,000	4.0	5	39,000	3.0	13	36,585	5.0	5	41,335	4.0	30
319.00 Dir Aux Services	44,358	7.5	26	40,380	6.0	23	46,230	9.0	19	46,044	9.0	26
319.10 Mgr Mail Services	21,724	7.0	73	18,866	5.0	66	22,530	6.0	30	23,890	6.0	27
320.00 Dir Campus Security	33,450	5.0	60	32,000	5.0	163	37,418	5.5	42	32,387	5.0	72
321.00 Dir Risk Mgmt/Ins	55,000	5.0	5	41,900	4.5	4	52,675	11.0	6	*	12.0	1
322.00 Admin Hosp Med Ctr	*	*		*	11.0	1	*	*		*	*	
322.10 Dir Med Ctr Pub Rel	*	*		*	*		*	*		*	7.0	1
322.20 Dir Med Ctr Pers	*	*		*	4.0	1	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Development Off	59,900	5.5	80	72,182	3.0	186	57,942	5.0	50	50,000	4.0	64
401.10 Dir Annual Giving	35,085	3.0	61	35,964	2.0	118	*	7.0	3	31,113	2.0	17
401.20 Dir Corp/Fndtn Rel	36,598	5.0	28	42,462	3.0	75	40,560	4.0	13	45,427	4.0	17
401.30 Coord Res Dev	30,000	5.5	38	31,550	4.0	44	33,024	3.0	7	43,409	4.0	13
401.40 Dir Planned Giving	45,343	5.0	37	48,000	4.0	79	*	6.0	1	*	9.0	3
402.00 Chf Public Rel Off	42,000	4.0	37	39,700	4.0	153	40,754	6.0	34	40,000	5.0	96
402.10 Dir Govt/Leg Rel	55,316	6.5	4	42,466	19.5	4	*	7.0	3	*	2.0	2
403.00 Chf Dev/Pub Rel Off	63,521	4.0	18	73,250	4.5	20	55,990	5.5	12	47,011	8.0	12
404.00 Dir Alumni Affairs	35,120	4.0	100	34,802	4.0	153	30,074	3.0	10	30,000	2.0	21
405.00 Dir Dev/Alumni Aff	38,155	3.5	18	38,800	3.5	18	43,100	2.0	8	38,377	3.0	12
406.00 Dir Major Gifts	50,553	1.0	14	49,463	3.0	39	*	1.5	2	52,451	1.0	6
407.00 Dir Church Relations	38,014	4.5	10	39,169	4.0	39	*	16.0	1	*	6.5	2
408.00 Dir Community Serv	37,782	5.0	10	32,500	4.0	17	46,950	6.0	31	40,292	6.0	24
409.00 Dir Publications	34,000	3.5	34	31,223	4.0	85	42,497	9.0	19	38,489	5.0	23
409.10 Assc Dir Publicatns	28,752	5.0	18	29,298	3.0	30	31,981	3.0	9	28,411	3.0	11
409.20 Mgr Printing Srv	26,298	8.0	45	27,000	7.0	59	31,536	9.0	34	30,306	9.0	31
410.00 Dir Info Office	34,062	3.5	22	34,872	4.5	72	38,000	3.5	20	36,300	5.0	63
411.00 Dir News Bureau	30,250	5.0	13	28,396	3.0	48	*	5.0	3	27,624	5.0	8
STUDENT SERVICES												
501.00 Chf Student Aff Off	54,553	7.0	114	60,000	5.0	173	60,491	7.0	140	61,395	5.0	113
501.10 Assc Chf Stud Aff Off	36,750	4.0	32	39,325	4.0	32	44,000	2.8	14	46,056	3.0	5
501.50 Dean of Students	44,393	4.0	61	45,900	4.0	53	53,659	6.5	40	57,430	5.5	38
502.00 Chief Admissions Off	44,937	5.0	118	48,786	5.0	144	43,162	7.0	60	44,600	6.0	69
502.10 Assc Dir Admissions	30,000	3.0	111	33,336	4.0	76	33,140	5.0	24	29,790	4.8	26
502.20 Admissions Counselor	22,180	1.5	18	21,477	2.0	113	27,221	3.5	22	28,105	4.0	65
502.30 Academic Advisor	35,000	4.0	22	28,946	4.0	38	33,528	5.0	20	34,682	5.5	16
503.00 Dir Adm & Registrar	32,811	6.0	6	47,934	4.0	5	52,344	6.0	46	46,915	8.0	47
504.00 Registrar	37,207	9.0	194	38,725	6.0	143	39,976	7.0	106	39,096	5.0	68
504.10 Assc Registrar	29,587	6.0	51	29,454	4.0	27	30,658	7.5	16	34,050	4.5	12
504.20 Asst Registrar	23,780	4.0	72	22,973	5.5	40	33,957	6.0	23	26,480	4.5	16
505.00 Dir Adm/Fin Aid	52,750	4.0	17	53,720	4.0	23	38,000	7.5	16	44,832	10.0	14
506.00 Dir Student Fin Aid	36,799	7.0	141	39,253	7.0	190	39,962	5.0	119	41,483	5.0	139
506.10 Assc Dir Std Fin Aid	26,612	4.0	91	27,311	4.0	78	31,522	4.0	34	29,569	3.0	29
507.00 Dir Food Services	36,920	5.5	20	45,200	7.5	50	24,000	4.0	17	35,769	6.0	28
507.10 Assc Dir Food Serv	37,180	7.5	12	28,444	3.5	22	25,565	3.0	4	24,875	2.0	7
508.00 Dir Student Housing	33,267	4.0	62	31,190	4.0	96	30,009	5.0	12	26,284	2.0	24
508.10 Assc Dir Std Housing	34,429	5.0	11	23,100	2.0	25	*	1.0	2	*	1.0	2
508.20 Housing Off/Adm Opr	31,215	4.0	9	28,000	5.0	7	*	*		*	2.0	1
508.30 Housing Off/Res Life	27,350	3.0	25	24,514	2.0	59	22,972	4.5	6	22,041	4.0	6
509.00 Dir Union/Std Act	32,989	3.0	14	30,761	4.0	34	41,624	5.0	9	42,500	3.0	9
510.00 Dir Foreign Students	27,888	4.0	20	29,885	4.0	23	42,865	4.0	9	32,277	8.0	7
511.00 Dir Student Union	34,079	4.5	14	34,426	4.5	20	*	4.0	2	*	6.0	2
511.10 Assc Dir Std Union	27,763	8.5	6	26,000	2.0	5	*	7.0	3	*	2.0	3
512.00 Dir Std Activities	29,693	4.0	56	27,000	3.0	109	37,307	5.0	55	32,380	5.0	83
513.00 Dir Career Dev/Plcmt	35,700	4.0	94	33,743	6.0	176	40,138	6.0	73	33,186	5.0	71
514.00 Dir Std Counseling	36,330	5.5	54	36,934	4.0	134	45,768	6.0	72	39,922	5.0	66
514.10 Assc Dir Std Cnsl	36,446	6.0	9	27,012	3.0	24	47,267	3.5	4	35,512	3.0	13
515.00 Dir Std Hlth-Physcn	*	3.0	3	53,287	6.5	32	*	2.0	1	45,400	9.5	8
516.00 Dir Std Hlth-Nurse	30,792	4.0	46	27,916	8.0	167	36,760	8.5	10	30,232	7.0	37
517.00 Dir Campus Ministries	39,228	5.0	21	33,075	4.0	145	*	1.0	1	30,000	1.0	7
518.00 Dir Athletics	44,809	5.0	133	44,949	5.0	144	45,594	7.0	70	45,490	5.0	51
519.00 Dir Sports Info	25,681	7.0	21	23,205	3.0	96	35,209	3.5	6	24,580	4.0	8
520.00 Dir Athletics/Men	46,075	9.0	12	30,100	4.5	4	*	*		*	1.0	1
521.00 Dir Athletics/Women	40,396	11.0	10	31,970	6.0	15	*	2.0	1	*	7.5	2
522.00 Dir Campus Rec/Intrmrl	30,050	5.0	29	27,258	5.0	47	39,325	10.0	8	28,600	4.0	22
523.00 Chief Enrollment Mgmt	57,103	4.0	41	65,000	3.0	35	51,884	3.0	10	46,328	4.5	8
524.00 Dir Minority Affairs	29,184	3.0	18	35,824	3.0	56	39,308	1.0	15	35,655	3.0	15
525.00 Dir Conferences	33,950	4.0	33	31,873	3.0	38	37,090	3.0	8	33,084	3.0	11

*3 cases or less

TABLE 35
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE
BY INSTITUTIONAL CLASSIFICATION

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO-YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO/System	160,000	4.0	39	120,175	5.5	32	103,301	7.0	24	98,789	6.0	81
101.10 Asst to CEO/System	82,405	4.5	22	54,996	4.5	4	60,000	8.0	5	52,668	9.5	24
102.00 CEO/Single Inst	154,416	5.0	127	111,204	6.0	257	105,379	7.0	333	91,203	7.0	244
102.10 Asst to CEO/Single	73,600	5.0	91	55,131	5.0	137	40,850	5.0	156	41,000	7.5	63
103.00 Exec Vice Pres	142,500	4.0	38	84,971	4.0	38	70,000	5.0	48	77,475	7.0	44
ACADEMIC												
201.00 Chief Acad Off	128,150	4.0	137	92,102	4.0	244	75,000	4.0	327	68,884	5.0	261
201.10 Assc Chief Acad Off	90,650	4.0	74	72,500	4.0	101	54,682	2.0	89	61,016	4.0	31
202.00 Chf Hlth Prof Off	208,544	6.5	30	112,000	5.0	9	*	7.0	2	52,260	5.0	16
203.00 Dir Library Serv	87,804	7.0	161	61,326	8.0	257	44,240	8.0	345	45,810	8.0	200
203.20 Acquistns Librarian	43,200	6.0	109	35,092	8.0	147	30,186	8.0	123	35,599	13.0	46
203.30 Chf Tech Serv Librn	55,968	6.0	110	39,634	8.0	159	31,411	8.0	196	38,142	7.0	79
203.40 Chf Public Serv Librn	57,403	6.0	90	38,450	7.0	132	33,415	7.0	124	37,330	8.0	43
203.50 Reference Librarian	43,020	5.0	100	35,071	8.0	187	29,834	6.0	193	36,396	8.5	84
203.60 Catalog Librarian	40,086	4.0	74	34,012	7.0	114	30,352	5.0	86	32,313	5.0	36
204.00 Dir Instit Research	63,598	6.0	109	49,781	6.0	163	45,626	6.0	103	47,661	4.0	135
204.10 Assc Dir Inst Res	48,370	4.0	37	38,482	3.5	36	28,000	4.0	15	42,288	4.0	19
205.00 Dir Educ Media Serv	56,180	8.0	84	41,737	8.5	132	32,194	7.0	141	40,441	8.0	79
206.00 Dir Learning Res Ctr	52,640	7.0	43	40,000	8.0	83	32,604	5.5	106	48,421	7.0	132
207.00 Dir Internatl Educ	73,750	6.0	49	51,775	6.0	51	45,321	4.0	36	*	4.0	3
207.10 Dir Internatl Std Ed	57,529	4.0	41	48,550	5.0	37	44,720	4.0	21	52,766	4.0	5
208.00 Dir Comp Ctr Opr/Acad	73,338	6.0	78	52,187	6.0	107	43,360	5.0	114	42,575	6.0	67
208.10 Assc Dir CC Opr/Acad	64,603	8.0	41	45,922	6.0	42	36,542	5.0	44	42,808	7.5	14
209.00 Dir Spons Res & Prog	70,956	6.0	116	54,473	5.5	104	36,000	4.0	44	44,349	5.0	49
210.00 Dean,Architecture	105,000	3.0	40	67,626	2.0	4	*	11.0	1	*	*	
211.00 Dean,Agriculture	114,425	5.5	38	77,725	6.0	7	*	6.0	2	52,954	9.5	12
212.00 Dean,Arts & Letters	105,410	4.0	22	74,700	5.0	33	58,949	5.0	17	57,456	5.0	20
213.00 Dean,Arts & Sciences	106,088	4.0	96	80,205	4.0	130	62,088	4.0	48	56,930	6.0	72
214.00 Dean,Business	122,495	4.0	124	85,731	4.0	181	59,462	4.0	91	55,130	5.0	135
215.00 Dean,Communications	103,000	7.0	29	72,450	3.5	14	41,488	2.5	18	52,028	6.0	26
216.00 Dean,Continuing Ed	90,536	6.0	70	70,485	5.0	86	52,897	7.0	53	56,987	7.0	115
217.00 Dean,Dentistry	147,225	3.0	29	*	8.5	2	*	2.0	1	*	5.0	2
218.00 Dean,Education	100,000	4.0	110	76,293	5.0	147	51,000	4.0	69	59,816	8.0	11
219.00 Dean,Engineering	127,500	6.0	92	90,000	6.0	47	63,084	4.0	7	58,600	7.0	43
221.00 Dean,Extension	101,250	7.0	25	74,000	6.5	6	*	6.0	3	60,775	6.5	22
222.00 Dean,Fine Arts	98,459	4.5	42	75,087	6.0	48	48,535	3.0	31	56,671	6.0	21
223.00 Dean,Graduate Program	98,401	4.5	110	70,944	5.0	139	56,889	4.0	44	*	*	
224.00 Dean,Hlth-Rltd Prof	98,233	6.0	32	79,538	4.0	38	56,200	6.0	14	56,000	6.0	92
225.00 Dean,Home Economics	98,362	6.0	25	*	7.0	3	*	2.0	3	*	15.0	3
226.00 Dean,Humanities	108,020	3.0	18	71,746	4.0	33	46,512	5.0	41	56,032	5.0	55
227.00 Dean,Instruction	*	8.0	2	*	*		*	2.0	1	63,668	5.0	29
228.00 Dean,Law	143,310	4.0	67	135,500	5.0	25	130,000	7.0	7	*	3.0	3
229.00 Dean,Lib & Inf Sci	95,810	6.0	32	70,868	6.0	25	*	5.0	2	51,438	6.5	10
230.00 Dean,Mathematics	77,844	3.0	6	66,000	6.0	9	44,424	5.0	19	57,350	5.0	39
231.00 Dean,Medicine	225,000	6.0	42	192,000	5.5	8	*	*		*	*	
232.00 Dean,Music	96,305	4.0	25	76,900	5.0	19	41,918	7.0	17	*	1.0	3
233.00 Dean,Nursing	105,000	5.0	65	75,240	5.0	57	56,172	6.0	49	52,298	4.0	60
234.00 Dean,Occ Std/Voc Ed	85,750	4.5	8	74,892	8.0	29	62,400	7.5	8	56,495	6.0	117
235.00 Dean,Pharmacy	115,927	7.0	29	96,013	4.5	6	*	9.5	2	*	*	
236.00 Dean,Public Health	141,804	4.0	15	*	15.0	1	*	*		*	*	
237.00 Dean,Sciences	114,740	4.0	31	75,600	5.0	58	53,000	6.0	50	58,099	5.0	49
238.00 Dean,Social Sciences	111,417	5.0	19	78,086	7.0	27	49,135	7.0	46	57,268	5.0	52
239.00 Dean,Social Work	101,815	5.0	40	75,000	4.0	10	40,950	6.0	12	*	3.0	3
240.00 Dean,Special Programs	57,915	8.0	7	71,104	9.0	14	52,365	6.0	21	52,000	4.5	46
241.00 Dean,Undergrad Prog	92,478	4.0	31	69,000	6.0	25	57,740	3.0	9	52,542	2.5	6
242.00 Dean,Veterinary Med	125,017	7.5	18	*	*		*	*		*	*	
243.00 Dir Continuing Educ	69,300	5.0	47	47,010	4.0	90	38,500	4.0	71	45,773	5.0	103
ADMINISTRATIVE												
301.00 Chief Business Off	112,500	7.0	127	84,922	6.0	238	71,050	7.0	339	66,437	8.0	271
301.01 Chief Admin Off	104,000	5.0	45	78,294	6.0	53	65,000	7.0	37	65,136	7.0	48
301.02 Chief Financial Off	96,733	4.0	70	72,600	5.5	110	55,350	5.0	74	57,784	6.0	84
301.10 Dir Env Health/Safety	64,200	5.0	114	43,875	4.0	67	34,495	3.0	16	46,554	4.0	16
301.20 Dir Telecommunic	60,053	6.0	118	46,096	6.0	108	33,845	4.0	44	44,298	6.5	28
302.00 Chief Planning Off	96,500	5.0	27	68,644	6.0	32	61,900	4.0	25	68,398	8.0	41
303.00 Chief Budgeting Off	70,850	5.0	114	54,117	6.0	98	47,947	4.0	35	50,997	7.0	90
303.10 Assc Budget Dir	56,480	5.0	70	40,747	4.5	56	42,204	3.5	22	40,787	6.0	18
304.00 Chief Plan-Budgt Off	90,550	6.0	31	68,100	8.0	25	60,439	5.0	13	61,619	9.0	6
305.00 General Counsel	93,982	7.0	94	70,850	6.0	43	64,092	9.0	6	63,600	2.5	16
305.10 Staff Attorney	64,290	5.0	41	51,250	2.0	7	*	8.0	3	*	2.0	3
306.00 Chf Personnel/HR Off	75,426	5.0	149	54,622	7.0	231	41,419	5.0	200	51,000	7.0	155
306.10 Assc Dir Pers/HR	56,111	5.0	72	42,090	5.0	82	35,559	4.0	46	45,838	4.0	41
306.20 Manager Benefits	46,952	5.0	123	37,647	4.0	126	30,894	5.0	45	33,378	4.0	42
306.30 Manager Training-Dev	43,910	4.0	76	33,666	4.0	35	35,894	2.0	4	42,700	4.4	20
306.40 Manager Empl Relatns	45,840	4.0	46	37,360	4.5	16	43,975	4.5	4	52,450	3.5	4
306.50 Manager Labor Rel	57,612	6.0	35	53,364	2.5	6	*	*		55,545	8.8	6
306.60 Manager Employment	43,779	5.0	90	33,360	5.5	60	32,283	3.5	12	36,654	4.0	24
306.70 Mgr Wage-Sal/Mgr Compt	43,970	5.0	88	35,660	4.0	38	29,885	1.5	4	37,000	5.0	10
306.80 Mgr Personnel Inf Sys	44,735	5.0	61	33,245	5.0	30	28,234	5.0	12	36,201	8.0	10
307.00 Dir AA/EEO	62,400	5.0	114	49,097	5.0	98	44,750	4.0	24	50,854	5.0	38
307.10 Assc Dir AA/EEO	40,106	3.5	32	33,600	5.0	10	*	11.5	2	35,365	4.0	7
308.00 Dir Pers/AA	56,400	5.0	10	48,988	5.0	33	35,350	5.0	42	45,105	6.0	73
309.00 Chief Inform Sys Off	88,117	6.5	114	66,650	7.0	169	50,950	7.0	161	54,088	7.0	150
309.10 Assc Dir Computer Ctr	70,999	6.5	34	49,794	8.0	65	40,120	5.0	55	43,905	7.5	28
309.20 Data Base Admin	54,474	7.0	70	40,507	6.0	77	37,153	5.0	35	47,318	6.0	37
309.30 Sys Analyst-Hi	45,700	6.0	39	41,888	6.0	102	35,000	4.5	90	39,956	9.0	74
309.50 Prog Analyst-Hi	39,440	5.5	40	35,760	6.0	113	31,050	6.0	96	35,405	7.0	85
310.00 Dir Comp Ctr Opr/Adm	72,957	7.0	89	54,393	7.0	138	40,400	7.0	162	46,578	7.0	106
310.10 Assc Dir CC Opr/Adm	61,904	6.5	38	46,328	6.0	51	31,931	5.0	66	41,259	9.0	32

*3 cases or less

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TABLE 35
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE
BY INSTITUTIONAL CLASSIFICATION

CUPA 1994-95 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO-YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
312.00 Chf Phys Plnt/Fac	80,610	6.0	149	58,580	6.0	201	46,900	6.5	276	47,047	7.0	247
312.10 Assc Dir Phys Plnt	61,420	6.0	92	44,866	6.0	116	35,755	6.0	118	39,227	6.0	97
312.20 Mgr Landscape/Grnds	42,216	7.0	118	34,425	8.0	157	29,598	6.0	133	29,573	7.0	58
312.30 Mgr Bldg Mnt Trades	49,901	5.0	91	37,949	7.0	122	32,002	6.0	85	35,194	5.0	42
312.40 Mgr Tech Trades	45,827	5.5	44	39,063	6.0	58	32,880	6.0	40	35,376	5.0	21
312.50 Mgr Custodial Srv	42,074	6.0	114	32,318	6.0	155	28,801	6.0	155	27,995	4.0	78
312.60 Mgr Power Plant	48,300	6.0	92	39,229	7.0	77	37,229	9.0	35	36,540	6.0	15
313.00 Comptroller	76,637	7.0	133	55,060	6.0	179	45,753	6.0	224	46,500	7.0	136
313.10 Manager Payroll	44,280	6.0	141	32,652	7.0	164	26,914	5.0	119	32,000	7.0	93
314.00 Dir Accounting	59,190	6.0	112	45,040	7.0	137	35,110	5.0	84	39,949	6.0	93
314.10 Staff Accountant-Hi	35,961	5.0	50	33,477	5.0	137	28,080	5.0	138	33,980	5.5	100
315.00 Bursar	53,960	6.0	99	39,910	6.5	126	30,378	6.0	89	37,552	9.0	48
315.10 Assc Bursar	41,403	5.5	28	32,876	4.0	27	23,300	5.0	21	34,018	13.0	7
316.00 Dir Purchasing	57,800	6.0	152	42,206	7.0	204	35,700	6.0	108	38,260	7.0	131
316.10 Assc Dir Purchasing	46,050	6.0	73	32,848	6.0	59	29,100	4.5	14	28,104	7.0	27
317.00 Dir Bookstore	51,983	7.0	84	37,980	7.0	124	28,100	8.0	228	31,235	8.0	159
317.10 Assc Dir Bookstore	39,623	5.0	41	27,624	5.0	37	21,649	4.0	50	26,228	6.0	34
318.00 Dir Internal Audit	62,148	8.0	130	45,283	5.5	82	38,500	3.5	18	39,610	4.0	36
319.00 Dir Aux Services	68,912	5.0	80	55,000	8.0	93	43,344	7.0	49	46,633	9.0	46
319.10 Mgr Mail Services	33,718	6.0	119	26,031	6.0	149	20,000	5.0	140	22,691	6.0	58
320.00 Dir Campus Security	58,000	6.0	153	43,000	6.0	233	32,000	5.0	228	34,097	5.0	117
321.00 Dir Risk Mgmt/Ins	60,880	6.0	84	44,954	7.0	28	43,535	5.0	9	52,429	11.0	8
322.00 Admin Hosp Med Ctr	174,950	8.0	22	*	8.0	2	*	11.0	1	*	*	
322.10 Dir Med Ctr Pub Rel	67,725	5.0	27	*	9.5	2	*	*		*	7.0	1
322.20 Dir Med Ctr Pers	72,892	5.0	23	*	17.0	1	*	4.0	1	*	*	
EXTERNAL AFFAIRS												
401.00 Chief Development Off	100,000	4.0	109	75,000	4.0	202	69,000	4.0	270	51,327	4.0	115
401.10 Dir Annual Giving	49,000	3.0	86	39,220	2.0	121	35,964	2.0	184	30,850	2.5	20
401.20 Dir Corp/Fndtn Rel	59,830	3.0	73	47,140	3.0	82	40,800	3.0	104	44,897	4.0	30
401.30 Coord Res Dev	40,000	3.0	61	33,825	4.0	59	30,677	4.0	83	39,800	3.0	20
401.40 Dir Planned Giving	62,615	4.0	85	48,824	4.0	75	47,835	4.0	117	42,654	7.5	4
402.00 Chf Public Rel Off	80,000	5.0	95	49,250	5.0	159	40,250	4.0	193	40,400	5.5	132
402.10 Dir Govt/Leg Rel	82,014	5.0	80	65,000	4.0	25	50,518	11.5	8	64,238	4.0	5
403.00 Chf Dev/Pub Rel Off	106,600	3.0	45	81,900	5.0	57	67,486	4.0	38	52,629	6.0	25
404.00 Dir Alumni Affairs	57,312	5.0	132	40,861	5.0	210	34,848	4.0	258	30,048	2.5	32
405.00 Dir Dev/Alumni Aff	74,263	4.0	19	51,415	4.0	33	38,800	3.5	36	40,000	3.0	20
406.00 Dir Major Gifts	64,038	3.0	46	49,201	2.0	37	49,537	3.0	54	47,951	1.0	8
407.00 Dir Church Relations	*	2.0	3	46,550	6.0	21	37,014	4.0	51	*	11.0	3
408.00 Dir Community Serv	49,205	3.0	23	35,770	2.0	22	34,320	5.0	27	44,992	6.5	56
409.00 Dir Publications	50,015	6.0	110	38,958	6.0	125	32,000	4.0	121	42,493	6.0	43
409.10 Assc Dir Publicatns	37,651	5.0	38	30,762	4.0	43	28,752	3.5	48	31,264	3.0	20
409.20 Mgr Printing Srv	46,338	6.0	105	33,840	9.0	132	27,000	7.0	105	31,536	9.0	65
410.00 Dir Info Office	56,714	5.0	78	40,490	5.0	95	34,872	4.0	95	36,632	5.0	84
411.00 Dir News Bureau	45,000	5.0	55	34,870	4.0	76	28,396	3.5	62	31,322	5.0	11
STUDENT SERVICES												
501.00 Chf Student Aff Off	98,650	6.0	141	75,124	6.0	238	58,000	6.0	290	60,933	6.0	259
501.10 Assc Chf Stud Aff Off	69,750	4.5	54	52,464	5.0	74	38,896	4.0	64	45,850	3.0	20
502.00 Dean of Students	66,950	4.0	72	52,276	5.0	120	45,472	4.0	116	54,995	6.0	70
502.60 Chief Admissions Off	65,282	5.0	124	51,388	6.0	201	45,746	5.0	264	44,348	6.0	131
502.10 Assc Dir Admissions	42,912	5.0	82	35,448	4.0	157	31,124	4.0	193	30,598	5.0	90
502.20 Admissions Counselor	25,743	2.5	30	23,748	3.0	103	21,713	2.0	146	28,105	4.0	92
502.30 Academic Advisor	28,477	5.0	20	29,092	5.0	58	29,000	4.0	61	33,805	5.0	37
503.00 Dir Adm & Registrar	70,236	8.0	15	55,628	6.0	28	39,500	5.0	11	49,200	7.0	95
504.00 Registrar	63,546	8.0	142	48,245	6.0	231	38,373	7.0	343	40,058	6.0	176
504.10 Assc Registrar	45,279	7.0	86	36,000	6.0	97	29,477	5.0	79	31,011	5.0	28
504.20 Asst Registrar	34,078	5.0	54	29,535	4.0	90	23,400	5.0	115	28,122	5.0	41
505.00 Dir Adm/Fin Aid	81,120	7.5	16	58,716	2.0	25	52,750	4.0	40	42,159	9.0	31
506.00 Dir Student Fin Aid	61,241	7.0	151	46,820	7.0	260	38,005	7.0	337	41,185	5.0	262
506.10 Assc Dir Std Fin Aid	42,065	4.0	94	33,665	5.0	169	26,482	4.0	171	30,710	4.0	64
507.00 Dir Food Services	57,949	6.0	61	44,400	7.0	62	43,064	7.0	71	33,209	5.0	45
507.10 Assc Dir Food Serv	45,312	6.0	32	37,211	5.5	20	31,142	5.0	35	24,875	4.0	13
508.00 Dir Student Housing	59,033	6.0	123	42,000	6.0	173	31,869	4.0	158	28,451	3.0	36
508.10 Assc Dir Std Housing	43,992	5.0	71	33,883	5.0	72	26,000	3.0	37	26,719	1.0	4
508.20 Housing Off/Adm Opr	43,560	7.0	54	31,800	4.0	41	28,000	4.0	17	*	3.5	2
508.30 Housing Off/Res Life	38,776	6.0	63	29,134	3.0	72	24,000	2.0	85	22,540	4.0	12
509.00 Dir Union/Std Act	53,284	6.0	36	42,623	6.0	59	31,506	4.0	50	42,500	4.5	19
510.00 Dir Foreign Students	45,000	8.0	81	34,650	7.0	71	28,873	4.0	45	37,628	6.5	16
511.00 Dir Student Union	52,416	8.0	77	45,001	6.0	83	33,650	4.5	36	38,020	6.0	4
511.10 Assc Dir Std Union	38,881	4.0	57	34,474	5.0	44	26,208	5.0	11	34,972	4.0	6
512.00 Dir Std Activities	44,010	6.0	83	34,278	5.0	161	27,771	3.0	166	33,980	5.0	140
513.00 Dir Career Dev/Plcmt	52,631	7.0	144	41,420	6.0	243	34,272	5.0	272	36,513	6.0	146
514.00 Dir Std Counseling	60,244	6.5	138	46,200	6.0	205	36,741	5.0	191	43,800	6.0	140
514.10 Assc Dir Std Cnslg	47,641	5.0	55	38,600	5.0	51	28,400	4.0	35	36,024	3.0	17
515.00 Dir Std Hlth-Physicn	90,706	6.0	101	80,004	4.0	61	61,157	6.0	35	45,400	8.0	9
516.00 Dir Std Hlth-Nurse	46,352	7.0	56	35,475	5.0	154	28,000	7.0	214	30,364	8.0	47
517.00 Dir Campus Ministries	54,712	5.0	27	36,129	5.0	76	33,552	4.0	168	28,520	1.5	10
518.00 Dir Athletics	92,054	6.0	127	61,045	6.0	223	45,000	5.0	281	45,563	6.0	122
519.00 Dir Sports Info	38,932	6.0	122	30,000	6.0	188	23,386	4.0	118	28,126	3.5	14
520.00 Dir Athletics/Men	70,722	5.0	19	51,000	9.0	14	42,880	5.5	16	*	1.0	1
521.00 Dir Athletics/Women	58,377	7.0	42	42,993	12.0	40	39,333	8.0	26	*	2.0	3
522.00 Dir Campus Rec/Intrmrl	50,161	8.5	110	37,357	7.0	132	28,622	5.0	76	33,247	5.5	30
523.00 Chief Enrollment Mgmt	74,015	3.0	37	66,485	3.0	61	61,190	4.0	78	48,820	4.0	18
524.00 Dir Minority Affairs	48,204	5.0	67	37,386	4.0	91	34,000	3.0	76	36,958	2.0	30
525.00 Dir Conferences	50,332	6.0	55	36,905	5.0	71	32,205	3.0	72	35,831	3.0	19

*3 cases or less

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Appendices

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Abilene Christian University	003537	Comp Ins	Pri/Rel		TX
Academy of the New Church	003228	Comp Ins	Pri/Rel		PA
Adelphi University	002666	Doct Ins	Pri/Non-Rel		NY
Adrian College	002234	Gen Bac	Pri/Rel		MI
Agnes Scott College	001542	Gen Bac	Pri/Non-Rel		GA
Aiken Technical College	010056	2-Yr Acad	Public		SC
Aims Community College	007582	2-Yr Acad	Public		CO
Alabama Aviation and Technical College	005749	2-Yr Acad	Public		AL
Alabama Department of Postsecondary Education	DPT361	Board	Public	Office	AL
Albany College of Pharmacy	002885	Spec Oth	Pri/Non-Rel		NY
Albany Law School	002886	Spec Law	Pri/Non-Rel		NY
Albany State College	001544	Gen Bac	Public		GA
Albertson College of Idaho	001617	Gen Bac	Pri/Rel		ID
Albertus Magnus College	001374	Gen Bac	Pri/Rel		CT
Alcorn State University	002396	Gen Bac	Public		MS
Alderson-Broaddus College	003806	Gen Bac	Pri/Non-Rel		WV
Alfred University	002668	Doct Ins	Pri/Non-Rel		NY
Allegany Community College	002057	2-Yr Acad	Public		MD
Allegheny College	003230	Gen Bac	Pri/Non-Rel		PA
Allen County Community College	001901	2-Yr Acad	Public		KS
Allentown College of St. Francis de Sales	003986	Gen Bac	Pri/Rel		PA
Alma College	002236	Gen Bac	Pri/Rel		MI
Alpena Community College	002237	2-Yr Acad	Public		MI
Alvernia College	003233	Gen Bac	Pri/Rel		PA
Alverno College	003832	Gen Bac	Pri/Rel		WI
Amarillo College	003540	2-Yr Acad	Public		TX
Amber University	004999	Gen Bac	Pri/Rel		TX
American Academy of Dramatic Arts	007465	Spec Art	Pri/Non-Rel		NY
American Graduate School of International Management	001070	Spec Bus	Pri/Non-Rel		AZ
American Institute of Business	003963	2-Yr Acad	Pri/Non-Rel		IA
American University	001434	Doct Ins	Pri/Rel		DC
Amherst College	002115	Gen Bac	Pri/Non-Rel		MA
Ana G. Mendez University System	029078	Not found	Pri/Non-Rel	Office	PR
Ancilla College	001784	2-Yr Acad	Pri/Rel		IN
Anderson University	001785	Comp Ins	Pri/Rel		IN
Andover College	009292	2-Yr Acad	Pri/Non-Rel		ME
Andover Newton Theological School	002116	Spec Rel	Pri/Non-Rel		MA
Andrew College	001545	2-Yr Acad	Pri/Rel		GA
Angelina College	006661	2-Yr Acad	Public		TX
Angelo State University	003541	Comp Ins	Public		TX
Anna Maria College	002117	Comp Ins	Pri/Rel		MA
Anne Arundel Community College	002058	2-Yr Acad	Public		MD
Antioch University Southern California	ASC931	Comp Ins	Pri/Non-Rel	Campus	CA
Appalachian State University	002906	Comp Ins	Public	Campus	NC
Aquinas College	002239	Gen Bac	Pri/Rel		MI
Arapahoe Community College	001346	2-Yr Acad	Public		CO
Arizona Board of Regents	RZN850	Board	Public	Office	AZ
Arizona State University-Main	001081	Doct Ins	Public	Main	AZ
Arizona State University-West	046935	Comp Ins	Public	Campus	AZ
Arizona Western College	001071	2-Yr Acad	Public		AZ
Arkansas State University	001090	Comp Ins	Public		AR
Arkansas Tech University	001089	Gen Bac	Public		AR
Armstrong State College	001546	Gen Bac	Public	Campus	GA
Art Academy of Cincinnati	003011	Spec Art	Pri/Non-Rel		OH
Art Institute of Seattle	022913	2-Yr Acad	Pri/Non-Rel	Campus	WA
Asbury College	001952	Gen Bac	Pri/Rel		KY
Asbury Theological Seminary	001953	Spec Rel	Pri/Non-Rel		KY
Ashland University	003012	Comp Ins	Pri/Non-Rel		OH
Assemblies of God Theological Seminary	012120	Doct Ins	Pri/Rel		MO
Assumption College	002118	Comp Ins	Pri/Rel		MA
Atlanta Metropolitan College	012165	2-Yr Acad	Public		GA
Auburn University-Auburn	001009	Doct Ins	Public	Main	AL
Auburn University-Montgomery	008310	Comp Ins	Public		AL
Augsburg College	002334	Comp Ins	Pri/Rel		MN
Augusta College	001552	Comp Ins	Public		GA
Augustana College	003458	Gen Bac	Pri/Rel		SD

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Augustana College	001633	Gen Bac	Pri/Rel		IL
Austin Peay State University	003478	Comp Ins	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Spec Rel	Pri/Rel		TX
Avila College	002449	Gen Bac	Pri/Rel		MO
Azusa Pacific University	001117	Comp Ins	Pri/Rel		CA
Babson College	002121	Spec Bus	Pri/Non-Rel		MA
Baker College of Flint	004673	Gen Bac	Pri/Non-Rel	Campus	MI
Baker College of Muskegon	002296	2-Yr Acad	Pri/Non-Rel	Campus	MI
Baker College of Owosso	666937	Comp Ins	Pri/Non-Rel	Campus	MI
Baker University	001903	Gen Bac	Pri/Rel		KS
Baldwin-Wallace College	003014	Gen Bac	Pri/Rel		OH
Ball State University	001786	Doct Ins	Public		IN
Baltimore International Culinary College	023148	Oth Spec	Pri/Non-Rel		MD
Bank Street College of Education	002669	Comp Ins	Pri/Non-Rel		NY
Barnard College	002708	Gen Bac	Pri/Non-Rel		NY
Barry University	001466	Comp Ins	Pri/Rel		FL
Barstow Community College	001119	2-Yr Acad	Public		CA
Bartlesville Wesleyan College	003151	Gen Bac	Pri/Rel		OK
Bastyr College	022425	Spec Oth	Pri/Non-Rel		WA
Bates College	002036	Gen Bac	Pri/Non-Rel		ME
Bay de Noc Community College	002240	2-Yr Acad	Public		MI
Baylor College of Medicine	004949	Spec Med	Pri/Non-Rel		TX
Beaver College	003235	Comp Ins	Pri/Rel		PA
Bee County College	003546	2-Yr Acad	Public		TX
Bellarmine College	001954	Gen Bac	Pri/Non-Rel		KY
Belleville Area College	001636	2-Yr Acad	Public	Office	IL
Bellevue University	009743	Gen Bac	Pri/Non-Rel		NE
Bellin College of Nursing	006639	Spec Med	Pri/Non-Rel		WI
Belmont Technical College	009941	2-Yr Acad	Public		OH
Belmont University	003479	Gen Bac	Pri/Rel		TN
Bemidji State University	002336	Comp Ins	Public	Campus	MN
Bentley College	002124	Spec Bus	Pri/Rel		MA
Berklee College of Music	002126	Spec Art	Pri/Non-Rel		MA
Bethany College	003808	Gen Bac	Pri/Rel		WV
Bethel College	001787	Comp Ins	Pri/Rel		IN
Bethel College	001905	Gen Bac	Pri/Rel		KS
Big Bend Community College	003770	Comp Ins	Public		WA
Biola University	001122	Comp Ins	Pri/Rel		CA
Birmingham-Southern College	001012	Gen Bac	Pri/Rel		AL
Bismarck State College	002988	2-Yr Acad	Public	Campus	ND
Black Hills State University	003459	Gen Bac	Public		SD
Black River Technical College	BLK724	2-Yr Acad	Public		AR
Blackburn University	001639	Comp Ins	Pri/Rel		IL
Bluefield State College	003809	Gen Bac	Public		WV
Boise Bible College	029350	Gen Bac	Pri/Rel		ID
Boise State University	001616	Comp Ins	Public		ID
Boston College	002128	Doct Ins	Pri/Non-Rel		MA
Boston University	002130	Doct Ins	Pri/Non-Rel		MA
Bowdoin College	002038	Gen Bac	Pri/Non-Rel		ME
Bowie State University	002062	Comp Ins	Public	Campus	MD
Bowling Green State University	003018	Doct Ins	Public		OH
Bradford College	002132	Gen Bac	Pri/Non-Rel		MA
Bradley University	001641	Comp Ins	Pri/Non-Rel		IL
Brandeis University	002133	Doct Ins	Pri/Non-Rel		MA
Brenau University	001556	Gen Bac	Pri/Non-Rel		GA
Brewton-Parker College	001557	Gen Bac	Pri/Rel		GA
Briar Cliff College	001846	Gen Bac	Pri/Rel		IA
Bridgewater State College	002183	Comp Ins	Public		MA
Brookdale Community College	008404	2-Yr Acad	Public		NJ
Broome Community College	002862	2-Yr Acad	Public	Campus	NY
Broward Community College	001500	2-Yr Acad	Public	Office	FL
Brown University	003401	Doct Ins	Pri/Non-Rel		RI
Brunswick College	001558	2-Yr Acad	Public		GA
Bryant College	003402	Spec Bus	Pri/Non-Rel		RI
Bryn Mawr College	003237	Doct Ins	Pri/Non-Rel		PA
Bucknell University	003238	Comp Ins	Pri/Non-Rel		PA

* Single institutions unless otherwise noted

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Bucks County Community College	003239	2-Yr Acad	Public		PA
Buena Vista College	001847	Gen Bac	Pri/Non-Rel		IA
Cabrillo College	001124	2-Yr Acad	Public		CA
Cabrini College	003241	Gen Bac	Pri/Rel		PA
Caldwell College	002598	Gen Bac	Pri/Rel		NJ
California College of Arts and Crafts	001127	Non-Deg	Pri/Non-Rel		CA
California Culinary Academy	022202	Oth Spec	Public		CA
California Institute of Technology	001131	Doct Ins	Pri/Non-Rel		CA
California Institute of the Arts	001132	Spec Art	Pri/Non-Rel		CA
California Lutheran University	001133	Comp Ins	Pri/Rel		CA
California Maritime Academy	001134	Oth Spec	Public		CA
California School of Professional Psychology	009844	Spec Oth	Pri/Non-Rel	Campus	CA
California State University-Bakersfield	007993	Comp Ins	Public	Campus	CA
California State University-Fresno	001147	Comp Ins	Public		CA
California State University-Los Angeles	001140	Comp Ins	Public	Campus	CA
California State University-Northridge	001153	Comp Ins	Public	Campus	CA
California State University-San Marcos	030113	Comp Ins	Public	Campus	CA
California State University-System	001136	Univ Sys	Public	Office	CA
California University of Pennsylvania	003316	Comp Ins	Public	Main	PA
Calvary Bible College	002450	Spec Rel	Pri/Rel		MO
Calvin College	002241	Gen Bac	Pri/Rel		MI
Cameron University	003150	Gen Bac	Public		OK
Campbellsville College	001959	Gen Bac	Pri/Rel		KY
Canisius College	002681	Comp Ins	Pri/Rel		NY
Cardinal Stritch College	003837	Gen Bac	Pri/Rel		WI
Caribbean University	012525	Comp Ins	Pri/Non-Rel	Office	PR
Carl Sandburg College	007265	2-Yr Acad	Public	Office	IL
Carleton College	002340	Gen Bac	Pri/Non-Rel		MN
Carnegie Mellon University	003242	Doct Ins	Pri/Non-Rel		PA
Carroll College	002526	Comp Ins	Pri/Rel		MT
Carroll College	003838	Gen Bac	Pri/Non-Rel		WI
Carson-Newman College	003481	Gen Bac	Pri/Rel		IN
Carteret Community College	008081	2-Yr Acad	Public		NC
Carthage College	003839	Gen Bac	Pri/Rel		WI
Case Western Reserve University	003024	Doct Ins	Pri/Non-Rel		OH
Casper College	003928	2-Yr Acad	Public		WY
Castle College	009245	2-Yr Acad	Pri/Rel		NH
Castleton State College	003683	Gen Bac	Public	Campus	VT
Catawba College	002914	Gen Bac	Pri/Rel		NC
Catawba Valley Community College	005318	2-Yr Acad	Public	Campus	NC
Catonsville Community College	002063	2-Yr Acad	Public		MD
Cazenovia College	002685	Gen Bac	Pri/Non-Rel		NY
Cecil Community College	008308	2-Yr Acad	Public		MD
Cedar Crest College	003243	Gen Bac	Pri/Non-Rel		PA
Cedarville College	003025	Gen Bac	Pri/Rel		OH
Centenary College of Louisiana	002003	Gen Bac	Pri/Rel		LA
Central Arizona College	007283	2-Yr Acad	Public	Office	AR
Central College	001908	2-Yr Acad	Pri/Rel		KS
Central Community College	020995	2-Yr Acad	Public	Office	NE
Central Connecticut State University	001378	Comp Ins	Public		CT
Central Maine Technical College	005276	2-Yr Acad	Public	Campus	ME
Central Methodist College	002453	Gen Bac	Pri/Rel		MO
Central Michigan University	002243	Doct Ins	Public		MI
Central Missouri State University	002454	Comp Ins	Public		MO
Central Ohio Technical College	011046	2-Yr Acad	Public		OH
Central Piedmont Community College	002915	2-Yr Acad	Public		NC
Central University of Iowa	001850	Gen Bac	Pri/Non-Rel		IA
Central Virginia Community College	004988	2-Yr Acad	Public	Campus	VA
Central Wyoming College	007289	2-Yr Acad	Public		WY
Centralia College	003772	2-Yr Acad	Public		WA
Centre College	001961	Gen Bac	Pri/Non-Rel		KY
Chadron State College	002539	Gen Bac	Public	Campus	NE
Chaminade University of Honolulu	001605	Gen Bac	Pri/Rel		HI
Champlain College	003684	2-Yr Acad	Pri/Non-Rel		VT
Chapman University	001164	Comp Ins	Pri/Rel	Main	CA
Charles County Community College	002064	2-Yr Acad	Public	Main	MD

* Single institutions unless otherwise noted

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Chatfield College	010880	2-Yr Acad	Pri/Rel		OH
Chattanooga State Technical Community College	003998	2-Yr Acad	Public		TN
Chesapeake College	004650	2-Yr Acad	Public		MD
Cheyney University	003317	Comp Ins	Public	Campus	PA
Chicago School of Professional Psychology	029230	Spec Med	Pri/Non-Rel		IL
Chicago State University	001694	Comp Ins	Public	Campus	IL
Chippewa Valley Technical College	005304	2-Yr Acad	Public	Office	WI
Chowan College	002916	2-Yr Acad	Pri/Rel		NC
Christian Brothers University	003482	Comp Ins	Pri/Rel		TN
Christian Theological Seminary	001789	Spec Rel	Pri/Rel		IN
Christopher Newport University	003706	Comp Ins	Public		VA
Cincinnati Bible College and Seminary	003029	Spec Rel	Pri/Rel		OH
Cincinnati Technical College	010345	2-Yr Acad	Public		OH
Citadel Military College of South Carolina	003423	Comp Ins	Public	Campus	SC
City Colleges of Chicago	001647	2-Yr Acad	Public	Office	IL
City University	013022	Comp Ins	Pri/Non-Rel	Office	WA
City University of New York	002686	Univ Sys	Public	Office	NY
City University of New York-Herbert H. Lehman College	007022	2-Yr Acad	Public	Campus	NY
City University of New York-Research Foundation	RSR100	Univ Sys	Public	Office	NY
Claremont Graduate School	CGS917	Doct Ins	Pri/Non-Rel	Campus	CA
Claremont University Center	001169	Doct Ins	Pri/Non-Rel	Campus	CA
Clark Atlanta University	001559	Doct Ins	Pri/Rel		GA
Clark College	003773	2-Yr Acad	Public		WA
Clark State Community College	004852	2-Yr Acad	Public		OH
Clark University	002139	Doct Ins	Pri/Non-Rel		MA
Clarke College	001852	Gen Bac	Pri/Rel		IA
Clarkson College	009862	Gen Bac	Pri/Non-Rel		ME
Clarkson University	002699	Doct Ins	Pri/Non-Rel		NY
Clayton State College	008976	2-Yr Acad	Public		GA
Clear Creek Baptist Bible College	025356	Spec Rel	Pri/Rel		KY
Clemson University	003425	Doct Ins	Public		SC
Cleveland Institute of Art	003982	Spec Art	Pri/Non-Rel		OH
Cleveland State Community College	003999	2-Yr Acad	Public	Campus	TN
Cleveland State University	003032	Comp Ins	Public		OH
Clinch Valley College	003747	Gen Bac	Public		VA
Clovis Community College	004743	2-Yr Acad	Public		NM
Coast Community College District	008220	2-Yr Acad	Public	Office	CA
Cochise College	001072	2-Yr Acad	Public	Office	AZ
Coconino County Community College	CCN860	2-Yr Acad	Public		AZ
Coffeyville Community College	001910	2-Yr Acad	Public		KS
Cogswell Polytechnical College	001177	Gen Bac	Pri/Non-Rel		CA
Coker College	003427	Gen Bac	Pri/Non-Rel		SC
Colby College	002039	Gen Bac	Pri/Non-Rel		ME
Colby-Sawyer College	002572	Gen Bac	Pri/Non-Rel		NH
Colgate Rochester-Bexley Hall-Crozer Divinity School	009766	Spec Rel	Pri/Rel		NY
Colgate University	002701	Comp Ins	Pri/Non-Rel		NY
College Misericordia	003247	Gen Bac	Pri/Rel		PA
College for Lifelong Learning	029340	Gen Bac	Public	Campus	NH
College of Aeronautics	002665	Spec Eng	Pri/Non-Rel		NY
College of Associated Arts	029191	Gen Bac	Pri/Non-Rel		MN
College of Du Page	006656	2-Yr Acad	Public		IL
College of Eastern Utah	003676	2-Yr Acad	Public		UT
College of Health Sciences	006622	Spec Oth	Pri/Non-Rel		VA
College of Marin	006993	2-Yr Acad	Public		CA
College of Mount Saint Joseph	003033	Gen Bac	Pri/Rel		OH
College of New Rochelle	002704	Comp Ins	Pri/Non-Rel		NY
College of Notre Dame	001179	Gen Bac	Pri/Rel		CA
College of Osteopathic Medicine of the Pacific	029133	Spec Med	Pri/Non-Rel		CA
College of Our Lady of the Elms	002140	Gen Bac	Pri/Rel		MA
College of Saint Benedict	002341	Gen Bac	Pri/Rel		MN
College of Saint Elizabeth	002600	Gen Bac	Pri/Rel		NJ
College of Saint Francis	001664	Comp Ins	Pri/Non-Rel		IL
College of Saint Mary	002540	Spec Oth	Pri/Rel		NE
College of Saint Rose	002705	Comp Ins	Pri/Non-Rel		NY
College of Saint Scholastica	022343	Gen Bac	Pri/Rel		MN
College of William and Mary	003705	Doct Ins	Public		VA

* Single institutions unless otherwise noted.

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
College of the Atlantic	011385	Gen Bac	Pri/Non-Rel		ME
College of the Holy Cross	002141	Gen Bac	Pri/Rel		MA
Collin County Community College	023614	2-Yr Acad	Public	Office	TX
Colorado Christian University	009401	Comp Ins	Pri/Rel	Main	CO
Colorado College	001347	Gen Bac	Pri/Non-Rel		CO
Colorado Community College and Occupational Education System	CCC802	CC Sys	Public	Office	CO
Colorado Northwestern Community College	001359	2-Yr Acad	Public	Office	CO
Colorado School of Mines	001348	Spec Eng	Public		CO
Colorado State University	001350	Doct Ins	Public		CO
Colorado Technical College	010148	Comp Ins	Pri/Non-Rel		CO
Columbia College	003430	Gen Bac	Pri/Rel		SC
Columbia College of Nursing	006640	Gen Bac	Pri/Non-Rel		WI
Columbia College-Chicago	001665	Gen Bac	Pri/Non-Rel		IL
Columbia International University	003429	Spec Rel	Pri/Rel		SC
Columbia State Community College	003483	2-Yr Acad	Public		TN
Columbia Theological Seminary	001560	Spec Rel	Pri/Rel		GA
Columbia University Teachers College	003979	Spec Educ	Pri/Non-Rel		NY
Columbia-Greene Community College	006789	2-Yr Acad	Public	Campus	NY
Columbus College	001561	Comp Ins	Public		GA
Columbus State Community College	006867	2-Yr Acad	Public		OH
Community College of Allegheny County	003231	2-Yr Acad	Public	Office	PA
Community College of Beaver County	006807	2-Yr Acad	Public		PA
Community College of Philadelphia	003249	2-Yr Acad	Public		PA
Community College of Rhode Island	003408	2-Yr Acad	Public	Main	RI
Community College of Southern Nevada	010362	2-Yr Acad	Public		NV
Concordia College	002347	Gen Bac	Pri/Rel	Campus	MN
Concordia College at Morehead	002346	Gen Bac	Pri/Rel		MN
Concordia Seminary	002457	Spec Rel	Pri/Rel		MO
Concordia University	029059	Gen Bac	Pri/Rel	Office	CA
Connecticut College	001379	Comp Ins	Pri/Non-Rel		CT
Connecticut State University-System	666656	Comp Ins	Public	Office	CT
Cooper Union for the Advancement of Science and Art	002710	Spec Eng	Pri/Non-Rel		NY
Copiah-Lincoln Community College	002402	2-Yr Acad	Public	Main	MS
Cornell College	001856	Gen Bac	Pri/Non-Rel		IA
Cornell University	002711	Doct Ins	Pri/Non-Rel	Main	NY
Cornell University Medical College	004762	Doct Ins	Pri/Non-Rel	Campus	NY
Cornerstone College	002266	Gen Bac	Pri/Rel		MI
Corning Community College	002863	2-Yr Acad	Public	Campus	NY
Cornish College of the Arts	012315	Spec Art	Pri/Non-Rel		WA
Cottey College	002458	2-Yr Acad	Pri/Non-Rel		MO
County College of Morris	007729	2-Yr Acad	Public		NJ
Covenant College	003484	Gen Bac	Pri/Rel		GA
Covenant Theological Seminary	004707	Spec Rel	Pri/Rel		MO
Craven Community College	008086	2-Yr Acad	Public		NC
Creighton University	002542	Comp Ins	Pri/Rel		NE
Cuesta College	001192	2-Yr Acad	Public		CA
Culinary Institute of America	007304	Oth Spec	Pri/Non-Rel		NY
Culver-Stockton College	002460	Gen Bac	Pri/Rel		MO
Cumberland College	001962	Gen Bac	Pri/Rel		KY
Cuyahoga Community College	008797	2-Yr Acad	Public	Office	OH
D'Youville College	002712	Comp Ins	Pri/Non-Rel		NY
Dabney S. Lancaster Community College	004996	2-Yr Acad	Public		VA
Dakota State University	003463	Gen Bac	Public		SD
Dakota Wesleyan University	003461	Gen Bac	Pri/Rel		SD
Dallas County Community College District	093561	CC Sys	Public	Office	TX
Dalton College	003956	2-Yr Acad	Public		GA
Dana College	002543	Gen Bac	Pri/Rel		NE
Daniel Webster College	004731	Gen Bac	Pri/Non-Rel		NH
Dartmouth College	002573	Doct Ins	Pri/Rel		NH
Darton College	001543	2-Yr Acad	Public		GA
Davidson College	002918	Gen Bac	Pri/Rel		NC
Davis and Elkins College	003811	Gen Bac	Pri/Non-Rel		WV
Dawson Community College	002529	2-Yr Acad	Public		MT
Daytona Beach Community College	001475	2-Yr Acad	Public	Office	FL
DeKalb College	001562	2-Yr Acad	Public		GA
DePauw University	001792	Comp Ins	Pri/Non-Rel		IN

* Single institutions unless otherwise noted

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
DeVry Institute of Technology	001672	Spec Eng	Public	Campus	IL
Deaconess College of Nursing	006383	Comp Ins	Pri/Rel		MO
Defiance College	003041	Gen Bac	Pri/Rel		OH
Del Mar College	003563	2-Yr Acad	Public		TX
Delaware State University	001428	Gen Bac	Public		DE
Delta College	002251	2-Yr Acad	Public		MI
Delta State University	002403	Comp Ins	Public		MS
Denison University	003042	Gen Bac	Pri/Non-Rel		OH
Des Moines Area Community College	008735	2-Yr Acad	Public		IA
Detroit College of Business	002253	Gen Bac	Pri/Non-Rel	Main	MI
Dickinson College	003253	Gen Bac	Pri/Non-Rel		PA
Dickinson School of Law	003254	Spec Law	Pri/Non-Rel		PA
Dixie College	003671	2-Yr Acad	Public		UT
Doane College	002544	Gen Bac	Pri/Rel		NE
Dodge City Community College	001913	2-Yr Acad	Public		KS
Dominican College of Blauvelt	002713	Gen Bac	Pri/Non-Rel		NY
Dominican College of San Rafael	001196	Gen Bac	Pri/Rel		CA
Dordt College	001859	Gen Bac	Pri/Rel		IA
Dowling College	002667	Comp Ins	Pri/Non-Rel		NY
Drake University	001860	Comp Ins	Pri/Non-Rel		IA
Drew University	002603	Doct Ins	Pri/Non-Rel		NJ
Drexel University	003256	Doct Ins	Pri/Non-Rel		PA
Drury College	002461	Gen Bac	Pri/Non-Rel		MO
Duke University	002920	Doct Ins	Pri/Non-Rel		NC
Duquesne University	003258	Comp Ins	Pri/Rel		PA
Dyersburg State Community College	006835	2-Yr Acad	Public		TN
Earlham College	001793	Gen Bac	Pri/Rel		IN
East Carolina University	002923	Comp Ins	Public		NC
East Central College	008862	2-Yr Acad	Public		MO
East Stroudsburg University	003320	Comp Ins	Public	Campus	PA
East Tennessee State University	003487	Comp Ins	Public		TN
East Texas State University	003565	Doct Ins	Public		TX
Eastern Connecticut State University	001425	Comp Ins	Public	Campus	CT
Eastern Illinois University	001674	Comp Ins	Public		IL
Eastern Kentucky University	001963	Comp Ins	Public		KY
Eastern Maine Technical College	005277	2-Yr Acad	Public	Campus	ME
Eastern Mennonite University	003708	Gen Bac	Pri/Rel		VA
Eastern Michigan University	002259	Comp Ins	Public		MI
Eastern New Mexico University	002651	Comp Ins	Public	Main	NM
Eastern Oregon State College	003193	Comp Ins	Public	Campus	OR
Eastern Washington University	003775	Comp Ins	Public		WA
Eastern Wyoming College	003929	2-Yr Acad	Public		WY
Eckerd College	001487	Gen Bac	Pri/Rel		FL
Edgewood College	003848	Gen Bac	Pri/Rel		WI
Edinboro University of Pennsylvania	003321	Comp Ins	Public	Campus	PA
Edison Community College	001477	2-Yr Acad	Public	Office	FL
Elgin Community College	001675	2-Yr Acad	Public		IL
Elizabeth City State University	002926	Gen Bac	Public	Campus	NC
Elizabethtown College	003262	Gen Bac	Pri/Non-Rel		PA
Elizabethtown Community College	029207	Gen Bac	Public		KY
Ellsworth Community College	001862	2-Yr Acad	Public	Campus	IA
Elmhurst College	001676	Gen Bac	Pri/Rel		IL
Elmira College	002718	Comp Ins	Pri/Non-Rel		NY
Embry-Riddle Aeronautical University	001479	Gen Bac	Pri/Non-Rel	Office	FL
Emmanuel College	002147	Comp Ins	Pri/Rel		MA
Emmaus Bible College	023289	Gen Bac	Pri/Rel		IA
Emory University	001564	Doct Ins	Pri/Rel		GA
Emporia State University	001927	Comp Ins	Public		KS
Erie Community College-South Campus	012427	2-Yr Acad	Public	Office	NY
Essex Community College	002070	2-Yr Acad	Public		MD
Eureka College	001678	Gen Bac	Pri/Rel		IL
Evangel College	002463	Gen Bac	Pri/Rel		MO
Evangelical School of Theology	029237	Spec Rel	Pri/Rel		PA
Everett Community College	003776	2-Yr Acad	Public		WA
Evergreen State College	008155	Gen Bac	Public		WA
Fairfield University	001385	Comp Ins	Pri/Non-Rel		CT

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Fairleigh Dickinson University	008770	Comp Ins	Pri/Non-Rel		NJ
Fairmont State College	003812	Gen Bac	Public		WV
Faith Baptist Bible College and Theological Seminary	007121	Gen Bac	Pri/Rel		IA
Fashion Institute of Technology	002866	Gen Bac	Public		NY
Ferris State University	002260	Gen Bac	Public		MI
Ferrum College	003711	Gen Bac	Pri/Rel		VA
Finch University of Health Sciences/The Chicago Medical School	001659	Spec Med	Pri/Non-Rel		IL
Fitchburg State College	002184	Gen Bac	Public	Campus	MA
Flathead Valley Community College	006777	2-Yr Acad	Public		MT
Florence-Darlington Technical College	003990	2-Yr Acad	Public		SC
Florida A&M University	001480	Doct Ins	Public		FL
Florida Atlantic University	001481	Comp Ins	Public		FL
Florida Institute of Technology	001469	Doct Ins	Pri/Non-Rel		FL
Florida Memorial College	001486	Gen Bac	Pri/Rel		FL
Florida State University	001489	Doct Ins	Public		FL
Floyd College	009507	2-Yr Acad	Public	Campus	GA
Fort Hays State University	001915	Comp Ins	Public		KS
Fort Lewis College	001353	Gen Bac	Public		CO
Francis Marion University	009226	Gen Bac	Public		SC
Franciscan University of Steubenville	003036	Comp Ins	Pri/Rel		OH
Franklin & Marshall College	003265	Gen Bac	Pri/Non-Rel		PA
Franklin College of Indiana	001798	Gen Bac	Pri/Non-Rel		IN
Franklin Pierce College	002575	Gen Bac	Pri/Non-Rel		NH
Franklin Pierce Law Center	020979	Spec Law	Pri/Non-Rel		NH
Franklin University	003046	Gen Bac	Pri/Non-Rel		OH
Frederick Community College	002071	2-Yr Acad	Public		MD
Fresno Pacific College	001253	Comp Ins	Pri/Rel		CA
Friends University	001918	Comp Ins	Pri/Non-Rel		KS
Front Range Community College	007933	2-Yr Acad	Public	Office	CO
Frostburg State University	002072	Comp Ins	Public	Campus	MD
Furman University	003434	Comp Ins	Pri/Non-Rel		SC
GMI Engineering & Management Institute	002262	Spec Eng	Pri/Non-Rel		MI
Gadsden State Community College	001017	2-Yr Acad	Public		AL
Gainesville College	001567	2-Yr Acad	Public		GA
Gallaudet University	001443	Doct Ins	Pri/Non-Rel		DC
Gannon University	003266	Comp Ins	Pri/Rel		PA
Gardner-Webb University	002929	Comp Ins	Pri/Rel		NC
Gaston College	002973	2-Yr Acad	Public		NC
Gateway Technical College	010883	2-Yr Acad	Public	Office	WI
Genesee Community College	006782	2-Yr Acad	Public		NY
George Mason University	003749	Comp Ins	Public		VA
Georgetown College	001964	Gen Bac	Pri/Rel		KY
Georgetown University	001445	Doct Ins	Pri/Rel		DC
Georgia College	001602	Comp Ins	Public	Campus	GA
Georgia Institute of Technology	001569	Doct Ins	Public		GA
Georgia Military College	001571	2-Yr Acad	Public	Office	GA
Georgia Southern University	001572	Comp Ins	Public		GA
Georgia Southwestern College	001573	Comp Ins	Public		GA
Georgian Court College	002608	Gen Bac	Pri/Rel		NJ
Gettysburg College	003268	Gen Bac	Pri/Rel		PA
Gloucester County College	006901	2-Yr Acad	Public		NJ
Golden Gate Baptist Theological Seminary	001204	Spec Rel	Pri/Rel	Main	CA
Golden Gate University	001205	Doct Ins	Pri/Non-Rel		CA
Goldey-Beacom College	001429	Gen Bac	Pri/Non-Rel		DE
Gonzaga University	003778	Comp Ins	Pri/Rel		WA
Gordon College	002153	Gen Bac	Pri/Non-Rel		MA
Goshen College	001799	Gen Bac	Pri/Rel		IN
Goucher College	002073	Gen Bac	Pri/Non-Rel		MD
Governors State University	009145	Comp Ins	Public		IL
Graceland College	001866	Gen Bac	Pri/Rel		IA
Graduate Theological Union	001207	Doct Ins	Pri/Rel		CA
Grambling State University	002006	Comp Ins	Public		LA
Grand Canyon University	001074	Gen Bac	Pri/Rel		AZ
Grand Valley State University	002268	Comp Ins	Public		MI
Grand View College	001867	Gen Bac	Pri/Rel		IA
Grays Harbor College	003779	2-Yr Acad	Public		WA

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Green Mountain College	003687	2-Yr Acad	Pri/Non-Rel		VT
Green River Community College	003780	2-Yr Acad	Public		WA
Grinnell College	001868	Gen Bac	Pri/Non-Rel		IA
Gulf Coast Community College	001490	2-Yr Acad	Public		FL
Gustavus Adolphus College	002353	Gen Bac	Pri/Rel		MN
Hagerstown Junior College	002074	2-Yr Acad	Public		MD
Hahnemann University	003271	Doct Ins	Pri/Non-Rel	Campus	PA
Hamilton College	002728	Gen Bac	Pri/Non-Rel		NY
Hamline University	002354	Gen Bac	Pri/Rel		MN
Hampden-Sydney College	003713	Gen Bac	Pri/Non-Rel		VA
Harrisburg Area Community College	003273	2-Yr Acad	Public	Office	PA
Hartford Seminary	001387	Spec Rel	Pri/Rel		CT
Hartwick College	002729	Gen Bac	Pri/Non-Rel		NY
Harvard University	002155	Doct Ins	Pri/Non-Rel		MA
Harvey Mudd College	001171	Gen Bac	Pri/Non-Rel		CA
Hastings College	002548	Gen Bac	Pri/Rel		NE
Hawaii Community College	005258	2-Yr Acad	Public	Campus	HI
Haywood Community College	008083	2-Yr Acad	Public		NC
Henry Ford Community College	002270	2-Yr Acad	Public	Office	MI
Highland Community College	001921	2-Yr Acad	Public		KS
Hilbert College	002735	2-Yr Acad	Pri/Non-Rel		NY
Hillsborough Community College	007870	2-Yr Acad	Public	Office	FL
Hillsdale Free Will Baptist College	010266	Comp Ins	Pri/Rel		OK
Hiram College	003049	Gen Bac	Pri/Non-Rel		OH
Hobart and William Smith Colleges	002731	Gen Bac	Pri/Non-Rel		NY
Hofstra University	002732	Doct Ins	Pri/Non-Rel		NY
Hollins College	003715	Gen Bac	Pri/Non-Rel		VA
Holy Family College	003275	Gen Bac	Pri/Rel		PA
Holy Names College	001183	Comp Ins	Pri/Rel		CA
Holyoke Community College	002170	2-Yr Acad	Public		MA
Honolulu Community College	001612	2-Yr Acad	Public	Campus	HI
Hope College	002273	Gen Bac	Pri/Rel		MI
Horry-Georgetown Technical College	004925	2-Yr Acad	Public	Campus	SC
Houghton College	002734	Gen Bac	Pri/Rel		NY
Houston Community College System	010633	2-Yr Acad	Public	Office	TX
Howard County Junior College District	003574	2-Yr Acad	Public		TX
Hudson County Community College	012954	2-Yr Acad	Public		NJ
Hudson Valley Community College	002868	2-Yr Acad	Public	Campus	NY
Humphreys College	001212	Gen Bac	Pri/Non-Rel	Main	CA
Huntington College	001803	Gen Bac	Pri/Rel		IN
Husson College	002043	Spec Bus	Pri/Non-Rel		ME
Hutchinson Community College	001923	2-Yr Acad	Public		KS
Idaho State University	001620	Comp Ins	Public		ID
Iliff School of Theology	001354	Spec Rel	Pri/Rel		CO
Illinois Benedictine College	001767	Comp Ins	Pri/Rel		IL
Illinois Board of Governors of State Colleges and Universities	666679	Board	Public	Office	IL
Illinois Board of Regents	BRD627	Board	Public	Office	IL
Illinois College	001688	Gen Bac	Pri/Non-Rel		IL
Illinois College of Optometry	001689	Spec Oth	Pri/Non-Rel		IL
Illinois Eastern Community Colleges	009135	CC Sys	Public	Office	IL
Illinois State University	001692	Doct Ins	Public		IL
Illinois Wesleyan University	001696	Gen Bac	Pri/Non-Rel		IN
Incarnate Word College	003578	Comp Ins	Pri/Rel		TX
Indiana State University	009563	Comp Ins	Public		IN
Indiana University East	001811	Gen Bac	Public	Campus	IN
Indiana University Northwest	001815	Comp Ins	Public	Campus	IN
Indiana University Southeast	001817	Comp Ins	Public	Campus	IN
Indiana University of Pennsylvania	008810	Comp Ins	Public	Campus	PA
Indiana University-Bloomington	001809	Doct Ins	Public	Campus	IN
Indiana University-Kokomo	001814	Gen Bac	Public	Campus	IN
Indiana University-Purdue University at Fort Wayne	001812	Comp Ins	Public	Campus	IN
Indiana University-Purdue University at Indianapolis	001813	Comp Ins	Public	Campus	IN
Indiana University-South Bend	001816	Comp Ins	Public	Campus	IN
Indiana University-System	008002	Univ Sys	Public	Office	IN
Indiana Vocational Technical College-Central Indiana	009917	2-Yr Acad	Public	Campus	IN
Indiana Vocational Technical College-Central Office	009916	CC Sys	Public	Office	IN

* Single institutions unless otherwise noted

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Indiana Vocational Technical College-Columbus/Bloomington	010038	2-Yr Acad	Public	Campus	IN
Indiana Vocational Technical College-Lafayette	010039	2-Yr Acad	Public	Campus	IN
Indiana Vocational Technical College-Northeast	009926	2-Yr Acad	Public	Campus	IN
Indiana Vocational Technical College-Southcentral	010109	2-Yr Acad	Public	Campus	IN
Indiana Vocational Technical College-Southeast	013144	2-Yr Acad	Public	Campus	IN
Indiana Vocational Technical College-Southwest	009925	2-Yr Acad	Public	Campus	IN
Indiana Wesleyan University	001822	Gen Bac	Pri/Rel		IN
Institute of Paper Science and Technology	005010	Oth Spec	Pri/Non-Rel		GA
Instituto Comercial de Puerto Rico Junior College	011940	2-Yr Acad	Pri/Non-Rel	Main	PR
Inter-American University of Puerto Rico-Central Office	008242	Comp Ins	Pri/Rel	Office	PR
Inter-American University of Puerto Rico-Aquadilla	003939	Gen Bac	Pri/Rel	Campus	PR
Inter-American University of Puerto Rico-Barranquitas	005027	Gen Bac	Pri/Non-Rel	Campus	PR
Interdenominational Theological Center	001568	Spec Rel	Pri/Rel	Office	GA
Iowa State University	001869	Doct Ins	Public		IA
Iowa Valley Community College District	666660	CC Sys	Public	Office	IA
Ithaca College	002739	Comp Ins	Pri/Non-Rel		NY
Jackson State Community College	004937	2-Yr Acad	Public		TN
Jackson State University	002410	Comp Ins	Public		MS
Jacksonville State University	001020	Comp Ins	Public		AL
Jacksonville University	001495	Comp Ins	Pri/Non-Rel		FL
James Madison University	003721	Comp Ins	Public		VA
Jamestown College	002990	Gen Bac	Pri/Non-Rel		ND
Jefferson Technical College	007275	2-Yr Acad	Public		OH
Jesuit School of Theology at Berkeley	010333	Spec Rel	Pri/Rel		CA
John B. Stetson University	001531	Comp Ins	Pri/Non-Rel		FL
John Carroll University	003050	Comp Ins	Pri/Rel		OH
John F. Kennedy University	004484	Gen Bac	Pri/Non-Rel		CA
John Wood Community College	012813	2-Yr Acad	Public		IL
Johns Hopkins University	002077	Doct Ins	Pri/Non-Rel	Office	MD
Johnson County Community College	008244	2-Yr Acad	Public		KS
Jones County Junior College	002411	2-Yr Acad	Public		MS
Judson College	001023	Gen Bac	Pri/Rel		AL
Judson College	001700	Gen Bac	Pri/Rel		IL
Juniata College	003279	Gen Bac	Pri/Non-Rel		PA
Kalamazoo Valley Community College	006949	2-Yr Acad	Public		MI
Kansas City Art Institute	002473	Spec Art	Pri/Non-Rel		MO
Kansas City Kansas Community College	001925	2-Yr Acad	Public		KS
Kansas Newman College	001939	Gen Bac	Pri/Rel		KS
Kansas Wesleyan University	001929	Gen Bac	Pri/Rel		KS
Kapiolani Community College	001613	2-Yr Acad	Public	Campus	HI
Keene State College	002590	Comp Ins	Public	Campus	NH
Kennebec Valley Technical College	009826	2-Yr Acad	Public	Campus	ME
Kennesaw State College	001577	Gen Bac	Public		GA
Kent State University	003051	Doct Ins	Public	Main	OH
Kent State University-Stark Campus	003054	2-Yr Acad	Public	Campus	OH
Kentucky Christian College	001965	Gen Bac	Pri/Rel		KY
Kentucky State University	001968	Gen Bac	Public		KY
Kentucky Wesleyan College	001969	Gen Bac	Pri/Rel		KY
Kenyon College	003065	Gen Bac	Pri/Non-Rel		OH
Kerkimer County Community College	004788	2-Yr Acad	Public		NY
Kettering College of Medical Arts	007035	Spec Med	Pri/Rel		OH
Keuka College	002744	Gen Bac	Pri/Rel		NY
Keystone Junior College	003280	2-Yr Acad	Pri/Non-Rel		PA
King College	003496	Gen Bac	Pri/Non-Rel		TN
King's College	003282	Gen Bac	Pri/Rel		PA
Kirksville College of Osteopathic Medicine	002477	Spec Med	Pri/Non-Rel		MO
Kirkwood Community College	004076	2-Yr Acad	Public		IA
Kirtland Community College	007171	2-Yr Acad	Public		MI
Kishwaukee College	007684	2-Yr Acad	Public		IL
La Roche College	003987	Gen Bac	Pri/Non-Rel		PA
La Sierra University	001215	Doct Ins	Pri/Rel		CA
LaGuardia Community College	010051	2-Yr Acad	Public	Campus	NY
LaSalle University	003287	Gen Bac	Pri/Non-Rel		PA
Laboure College	006324	2-Yr Acad	Pri/Rel		MA
Lafayette College	003284	Gen Bac	Pri/Non-Rel		PA
Lake Michigan College	002277	2-Yr Acad	Public		MI

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Lake Superior University	002293	Gen Bac	Public		MI
Lake-Sumter Community College	001502	2-Yr Acad	Public		FL
Lakeland College	003854	Gen Bac	Pri/Rel		WI
Lakewood Community College	006774	2-Yr Acad	Public		MN
Lamar University	003581	Comp Ins	Public	Main	TX
Lamar University-Orange	023582	Comp Ins	Public	Campus	TX
Lancaster Bible College	003285	Gen Bac	Pri/Rel		PA
Lander College	003435	Gen Bac	Public		SC
Langston University	003157	Gen Bac	Public		OK
Laramie County Community College	009259	2-Yr Acad	Public		WY
Le Moyne College	002748	Gen Bac	Pri/Rel		NY
Lebanon Valley College	003288	Gen Bac	Pri/Non-Rel		PA
Lees College	001970	2-Yr Acad	Pri/Rel		KY
Lees-McRae College	002939	2-Yr Acad	Pri/Rel		NC
Leeward Community College	004549	2-Yr Acad	Public	Campus	HI
Lehigh County Community College	006810	2-Yr Acad	Public		PA
Lehigh University	003289	Doct Ins	Pri/Non-Rel		PA
Lenoir Community College	002940	2-Yr Acad	Public	Campus	NC
Lesley College	002160	Gen Bac	Pri/Non-Rel		MA
LeTourneau University	003584	Spec Rel	Pri/Rel		TX
Lewis & Clark College	003197	Comp Ins	Pri/Non-Rel		OR
Lewis-Clark State College	001621	Gen Bac	Public		ID
Lexington Institute of Hospitality Careers	025276	2-Yr Acad	Pri/Non-Rel		IL
Lima Technical College	010027	2-Yr Acad	Public		OH
Lincoln Christian College and Seminary	001708	Gen Bac	Pri/Rel		IL
Lincoln College	001709	2-Yr Acad	Pri/Non-Rel		IL
Lincoln Memorial University	003502	Gen Bac	Pri/Non-Rel		TN
Lindsey Wilson College	001972	2-Yr Acad	Pri/Rel		KY
Linfield College	003198	Gen Bac	Pri/Rel	Main	OR
Lock Haven University	003323	Comp Ins	Public		PA
Loma Linda University	001218	Spec Med	Pri/Rel		CA
Longview Community College	009140	2-Yr Acad	Public	Campus	MO
Lorain County Community College	003068	2-Yr Acad	Public		OH
Loras College	001873	Gen Bac	Pri/Rel		IA
Los Angeles College of Chiropractic	001229	Spec Oth	Pri/Non-Rel		CA
Los Angeles Harbor Community College	001224	2-Yr Acad	Public	Campus	CA
Louisburg College	002943	2-Yr Acad	Pri/Rel		NC
Louisiana College	002007	Gen Bac	Pri/Rel		LA
Louisiana State University Medical Center-New Orleans	002014	Spec Med	Public	Campus	LA
Louisiana State University and Agricultural and Mechanical College	002010	Doct Ins	Public	Campus	LA
Louisiana State University Medical Center-Shreveport	LSN711	Spec Med	Public	Campus	LA
Louisiana State University-Alexandria	002011	2-Yr Acad	Public	Campus	LA
Louisiana State University-Eunice	002012	2-Yr Acad	Public	Campus	LA
Louisiana Tech University	002008	Doct Ins	Public		LA
Louisville Presbyterian Theological Seminary	001974	Spec Rel	Pri/Rel		KY
Lower Columbia College	003782	2-Yr Acad	Public		WA
Loyola College of Maryland	002078	Comp Ins	Pri/Rel		MD
Loyola Marymount University	011649	Comp Ins	Pri/Rel		CA
Loyola University	002016	Doct Ins	Pri/Rel		LA
Loyola University-Chicago	001710	Doct Ins	Pri/Rel		IL
Lubbock Christian University	003586	Gen Bac	Pri/Rel		TX
Lurleen B. Wallace State Junior College	008988	2-Yr Acad	Public		AL
Luther College	001874	Gen Bac	Pri/Rel		IA
Lutheran Bible Institute of Seattle	029019	Spec Rel	Pri/Rel		WA
Lutheran Theological Seminary	003291	Spec Rel	Pri/Rel		PA
Lycoming College	003293	Gen Bac	Pri/Rel		PA
Lynchburg College	003720	Comp Ins	Pri/Rel		VA
Lyon College	001088	Gen Bac	Pri/Rel		AR
MacCormac Junior College	001716	2-Yr Acad	Pri/Non-Rel		IL
Macalester College	002358	Gen Bac	Pri/Non-Rel		MN
Macomb Community College	008319	2-Yr Acad	Public	Office	MI
Madison Area Technical College	004007	2-Yr Acad	Public		WI
Madonna University	002282	Gen Bac	Pri/Rel		MI
Maine Maritime Academy	002044	Oth Spec	Pri/Non-Rel		ME
Maine Technical College System	MNV043	CC Sys	Public	Office	ME
Malone College	003072	Gen Bac	Pri/Rel		OH

* Single institutions unless otherwise noted.

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Manatee Community College	001504	2-Yr Acad	Public	Main	FL
Manchester College	001820	Gen Bac	Pri/Rel		IN
Manhattan Christian College	001931	Gen Bac	Pri/Rel		KS
Manhattan College	002758	Comp Ins	Pri/Rel		NY
Maple Woods Community College	009139	2-Yr Acad	Public	Campus	MO
Marian College	001821	Gen Bac	Pri/Rel		IN
Marian College of Fond du Lac	003861	Gen Bac	Pri/Rel		WI
Maricopa County Community College District	001075	CC Sys	Public	Office	AZ
Marietta College	003073	Gen Bac	Pri/Non-Rel		OH
Marion Technical College	010736	2-Yr Acad	Public		OH
Marist College	002765	Gen Bac	Pri/Non-Rel		NY
Marquette University	003863	Doct Ins	Pri/Rel		WI
Mars Hill College	002944	Gen Bac	Pri/Rel		NC
Marshall University	003815	Comp Ins	Public		WV
Mary Baldwin College	003723	Gen Bac	Pri/Rel		VA
Marygrove College	002284	Comp Ins	Pri/Rel		MI
Marymount College	010474	2-Yr Acad	Pri/Non-Rel		CA
Marymount College of Tarrytown	002768	Gen Bac	Pri/Non-Rel		NY
Marymount University	003724	Gen Bac	Pri/Rel		VA
Maryville College	003505	Gen Bac	Pri/Rel		TN
Maryville University-St. Louis	002482	Gen Bac	Pri/Non-Rel		MO
Marywood College	003296	Comp Ins	Pri/Rel		PA
Massachusetts College of Art	002180	Spec Art	Public	Campus	MA
Massachusetts Institute of Technology	002178	Doct Ins	Pri/Non-Rel		MA
Massasoit Community College	002177	2-Yr Acad	Public	Office	MA
Maui Community College	001615	2-Yr Acad	Public	Campus	HI
Mayville State University	002993	Gen Bac	Public		ND
McCormick Theological Seminary	001721	Spec Rel	Pri/Rel		IL
McLennan Community College	003590	2-Yr Acad	Public		TX
McNeese State University	002017	Comp Ins	Public		LA
McPherson College	001933	Gen Bac	Pri/Rel		KS
Medaille College	002777	Gen Bac	Pri/Non-Rel		NY
Medical College of Georgia	001579	Spec Med	Public	Campus	GA
Medical College of Hampton Roads	010338	Spec Med	Pri/Non-Rel		VA
Medical College of Wisconsin	008296	Spec Med	Pri/Non-Rel		WI
Medical University of South Carolina	003438	Spec Med	Public		SC
Meharry Medical College	003506	Spec Med	Pri/Non-Rel		TN
Memphis State University	003509	Doct Ins	Public	Campus	TN
Menlo College	001236	Comp Ins	Pri/Non-Rel		CA
Mennonite Brethren Biblical Seminary	010368	Spec Rel	Pri/Rel		CA
Mercer University	001580	Comp Ins	Pri/Rel	Office	GA
Mercy College	002772	Gen Bac	Pri/Non-Rel		NY
Meredith College	002945	Gen Bac	Pri/Rel		NC
Meridian Community College	002413	2-Yr Acad	Public		MS
Merrimack College	002120	Gen Bac	Pri/Rel		MA
Mesa State College	001358	Gen Bac	Public		CO
Messiah College	003298	Comp Ins	Pri/Rel		PA
Methodist Theological School	003075	Spec Rel	Pri/Rel		OH
Metropolitan Community Colleges Administrative Center	009137	CC Sys	Public	Office	MO
Metropolitan State College of Denver	001360	Gen Bac	Public		CO
Metropolitan State University	010374	Gen Bac	Public	Campus	MN
MGH Institute of Health Professions	020817	Spec Med	Pri/Non-Rel		MA
Miami Institute of Psychology	MAM331	Spec Med	Pri/Non-Rel	Campus	FL
Miami University	007104	Doct Ins	Public	Main	OH
Michigan State University	002290	Doct Ins	Public		MI
Michigan Technological University	002292	Spec Eng	Public		MI
MidAmerica Nazarene College	007032	Comp Ins	Pri/Rel		KS
Middle Georgia College	001581	2-Yr Acad	Public	Campus	GA
Middle Tennessee State University	003510	Comp Ins	Public	Campus	TN
Middlebury College	003691	Gen Bac	Pri/Non-Rel		VT
Midland Junior College	009797	2-Yr Acad	Public		TX
Midway College	001975	2-Yr Acad	Pri/Rel		KY
Midwestern Baptist Theological Seminary	002485	Doct Ins	Pri/Rel		MO
Midwestern State University	003592	Comp Ins	Public		TX
Miles Community College	002528	2-Yr Acad	Public		MT
Millersville University of Pennsylvania	003325	Comp Ins	Public		PA

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Milligan College	003511	Gen Bac	Pri/Rel		TN
Millikin University	001724	Gen Bac	Pri/Rel		IL
Mills College	001238	Comp Ins	Pri/Non-Rel		CA
Mineral Area College	002486	2-Yr Acad	Public		MO
Minneapolis College of Art Design	002365	Spec Art	Pri/Non-Rel		MN
Minneapolis Community College	002362	2-Yr Acad	Public	Campus	MN
Minot State University	002994	Gen Bac	Public	Campus	ND
Mira Costa College	001239	2-Yr Acad	Public		CA
Mission College	021191	2-Yr Acad	Public		CA
Mississippi County Community College	012860	2-Yr Acad	Public		AR
Mississippi State University	002423	Doct Ins	Public		MS
Mississippi University for Women	002422	Comp Ins	Public		MS
Missouri Baptist College	007540	Gen Bac	Pri/Rel		MO
Missouri Southern State College	002488	Gen Bac	Public		MO
Missouri Valley College	002489	Gen Bac	Pri/Rel		MO
Mobile College	001029	Comp Ins	Pri/Rel	Office	AL
Mohawk Valley Community College	002871	2-Yr Acad	Public		NY
Monroe Community College	002872	2-Yr Acad	Public		NY
Monroe County Community College	002294	2-Yr Acad	Public		MI
Montana College of Mineral Sciences and Technology	002531	Comp Ins	Public	Campus	MT
Montana State University	002532	Comp Ins	Public		MT
Montana State University-Billings	002530	Gen Bac	Public	Campus	MT
Montana State University System	029072	Univ Sys	Public	Office	MT
Montcalm Community College	002295	2-Yr Acad	Public		MI
Montclair State College	002617	Comp Ins	Public		NJ
Monterey Institute of International Studies	001241	Oth Spec	Pri/Non-Rel		CA
Moraine Valley Community College	007692	2-Yr Acad	Public		IL
Moravian College	003301	Gen Bac	Pri/Rel		PA
Morehead State University	001976	Comp Ins	Public		KY
Morningside College	001879	Gen Bac	Pri/Rel		IA
Morris Brown College	001583	Gen Bac	Pri/Rel		GA
Morton College	001728	2-Yr Acad	Public		IL
Motlow State Community College	006836	2-Yr Acad	Public		TN
Mount Agnel Seminary	003203	Spec Rel	Pri/Rel		OR
Mount Holyoke College	002192	Gen Bac	Pri/Non-Rel		MA
Mount Mary College	003869	Gen Bac	Pri/Rel		WI
Mount Mercy College	001880	Gen Bac	Pri/Rel		IA
Mount Olive College, Inc.	002949	Gen Bac	Pri/Rel		NC
Mount Saint Clare College	001881	Comp Ins	Pri/Rel		IA
Mount Saint Mary College	002778	Comp Ins	Pri/Rel		NY
Mount Saint Mary's College	001243	Comp Ins	Pri/Rel		CA
Mount Saint Mary's College	002086	Gen Bac	Pri/Rel		MD
Mount Vernon Nazarene College	007085	Gen Bac	Pri/Rel		OH
Mt. San Jacinto College	001246	2-Yr Acad	Public		CA
Muhlenberg College	003304	Gen Bac	Pri/Rel		PA
Multnomah Bible College	003206	Spec Rel	Pri/Rel		OR
Murray State University	001977	Comp Ins	Public		KY
Muskegon Community College	002297	2-Yr Acad	Public		MI
Muskingum College	003084	Gen Bac	Pri/Rel		OH
Muskingum Area Technical College	008133	2-Yr Acad	Public		OH
Napa Valley Community College District	001247	2-Yr Acad	Public		CA
Nash Community College	008557	2-Yr Acad	Public		NC
Nassau Community College	002873	2-Yr Acad	Public		NY
National Technological University	023562	Comp Ins	Pri/Non-Rel		CO
National University	011460	Comp Ins	Pri/Non-Rel	Office	CA
National-Louis University	001733	Comp Ins	Pri/Non-Rel		IL
Navarro College	003593	2-Yr Acad	Public	Office	TX
Nazareth College of Rochester	002779	Gen Bac	Pri/Non-Rel		NY
Nebraska Christian College	012976	Gen Bac	Pri/Rel		NE
Nebraska Wesleyan University	002555	Gen Bac	Pri/Non-Rel		NE
New England College	002579	Gen Bac	Pri/Non-Rel		NH
New England College of Optometry	002164	Spec Med	Pri/Non-Rel		MA
New England Conservatory of Music	002194	Spec Art	Pri/Non-Rel		MA
New Hampshire College	002580	Comp Ins	Pri/Non-Rel		NH
New Jersey Institute of Technology	002621	Doct Ins	Public		NJ
New Mexico Institute of Mining and Technology	002654	Doct Ins	Public		NM

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
New Mexico State University	002657	Doct Ins	Public		NM
New Mexico State University-Alamogordo	002658	2-Yr Acad	Public	Campus	NM
New York College of Podiatric Medicine	002749	Doct Ins	Pri/Non-Rel		NY
New York Medical College	002784	Spec Med	Pri/Rel		NY
Newberry College	003440	Gen Bac	Pri/Rel		SC
Newbury College	007484	2-Yr Acad	Pri/Non-Rel	Office	MA
Niagara University	002788	Comp Ins	Pri/Non-Rel		NY
Nicholls State University	002005	Comp Ins	Public		LA
Nichols College	002197	Comp Ins	Pri/Non-Rel		MA
Nicolet Area Technical College	008919	2-Yr Acad	Public	Office	WI
Norfolk State University	003765	Comp Ins	Public		VA
North Adams State College	002187	Gen Bac	Public	Campus	MA
North Arkansas Community College	012261	2-Yr Acad	Public		AR
North Carolina State University	002972	Doct Ins	Public	Campus	NC
North Carolina Wesleyan College	002951	Gen Bac	Pri/Rel		NC
North Central College	001734	Gen Bac	Pri/Rel		IL
North Central Missouri College	002514	2-Yr Acad	Public		MO
North Central Technical College	005313	2-Yr Acad	Public		OH
North Country Community College	007111	2-Yr Acad	Public		NY
North Dakota State College of Science	002996	2-Yr Acad	Public		ND
North Dakota State University	009265	Doct Ins	Public	Campus	ND
North Greenville College	003441	2-Yr Acad	Pri/Rel		SC
North Park College and Theological Seminary	001735	Gen Bac	Pri/Rel		IL
North Seattle Community College	009704	2-Yr Acad	Public	Campus	WA
North Shore Community College	002173	2-Yr Acad	Public		MA
Northampton Community College	007191	2-Yr Acad	Public		PA
Northeast Community College	011667	2-Yr Acad	Public		NE
Northeast Iowa Community College	004587	2-Yr Acad	Public	Office	IA
Northeast Louisiana University	002020	Comp Ins	Public		LA
Northeast Missouri State University	002495	Comp Ins	Public		MO
Northeast State Technical Community College	029260	2-Yr Acad	Public		TN
Northeastern Illinois University	001693	Comp Ins	Public		IL
Northeastern Junior College	001361	2-Yr Acad	Public		CO
Northeastern Ohio Universities College of Medicine	029045	Spec Med	Public		OH
Northeastern Oklahoma Agricultural and Mechanical College	003160	2-Yr Acad	Public		OK
Northeastern State University	003161	Comp Ins	Public		OK
Northeastern University	002199	Doct Ins	Pri/Non-Rel		MA
Northern Arizona University	001082	Doct Ins	Public		AZ
Northern Essex Community College	002174	2-Yr Acad	Public		MA
Northern Illinois University	001737	Doct Ins	Public		IL
Northern Kentucky University	009275	Comp Ins	Public		KY
Northern Maine Technical College	005760	2-Yr Acad	Public	Campus	ME
Northern Michigan University	002301	Comp Ins	Public		MI
Northern Nevada Community College	006977	2-Yr Acad	Public	Campus	NV
Northern Oklahoma College	003162	2-Yr Acad	Public		OK
Northern State University	003466	Comp Ins	Public		SD
Northern Virginia Community College	003727	2-Yr Acad	Public	Office	VA
Northern Wyoming Community College District	003930	2-Yr Acad	Public		WY
Northland College	003875	Gen Bac	Pri/Non-Rel		WI
Northland Pioneer College	011862	2-Yr Acad	Public	Office	AZ
Northwest Arkansas Community College	NAC727	2-Yr Acad	Public		AR
Northwest College	003931	2-Yr Acad	Public		WY
Northwest Iowa Community College	004600	2-Yr Acad	Public		IA
Northwest Missouri State University	002496	Comp Ins	Public		MO
Northwestern College	002371	Gen Bac	Pri/Non-Rel		MN
Northwestern College	001883	Gen Bac	Pri/Rel		IA
Northwestern Connecticut Community Technical College	001398	2-Yr Acad	Public		CT
Northwestern Michigan College	002302	2-Yr Acad	Public		MI
Northwestern University	001739	Doct Ins	Pri/Non-Rel		IL
Norwich University	003692	Comp Ins	Pri/Rel		VT
Notre Dame College	002584	Comp Ins	Pri/Rel		NH
Notre Dame College of Ohio	003085	Gen Bac	Pri/Rel		OH
Nova Southeastern University	001509	Doct Ins	Pri/Non-Rel		FL
Nunez Community College	009271	2-Yr Acad	Public	Campus	LA
Oakland Community College	008760	2-Yr Acad	Public	Office	MI
Oakland University	002307	Comp Ins	Public		MI

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Oakton Community College	009896	2-Yr Acad	Public	Main	IL
Occidental College	001249	Comp Ins	Pri/Non-Rel		CA
Odessa College	003596	2-Yr Acad	Public		TX
Ohio College of Podiatric Medicine	003088	Spec Med	Pri/Non-Rel		OH
Ohio Dominican College	003035	Gen Bac	Pri/Rel		OH
Ohio Northern University	003089	Gen Bac	Pri/Rel		OH
Ohio State University	006883	Doct Ins	Public	Main	OH
Ohio State University-Mansfield	003093	Gen Bac	Public	Campus	OH
Ohio University-Main	003100	Doct Ins	Public	Main	OH
Ohio Wesleyan University	003109	Gen Bac	Pri/Rel		OH
Okaloosa-Walton Community College	001510	2-Yr Acad	Public		FL
Oklahoma Baptist University	003164	Gen Bac	Pri/Rel		OK
Oklahoma City Community College	010391	2-Yr Acad	Public		OK
Oklahoma State Regents for Higher Education	RGN731	Board	Public	Office	OK
Oklahoma State University	003170	Doct Ins	Public	Main	OK
Oklahoma State University-A&M Board of Regents	BRD731	Board	Public	Office	OK
Oklahoma State University-College of Osteopathic Medicine	011282	Spec Med	Public	Campus	OK
Old Dominion University	003728	Doct Ins	Public		VA
Olivet College	002308	Gen Bac	Pri/Rel		MI
Olivet Nazarene University	001741	Comp Ins	Pri/Rel		IL
Olympic College	003784	2-Yr Acad	Public		WA
Oregon Graduate Institute of Science and Technology	008856	Oth Spec	Pri/Non-Rel		OR
Oregon Health Sciences University	004882	Spec Med	Public	Campus	OR
Oregon Institute of Technology	003211	Spec Eng	Public	Campus	OR
Oregon State System of Higher Education	009190	Univ Sys	Public	Office	OR
Oregon State University	003210	Doct Ins	Public	Campus	OR
Ottawa University	001937	Gen Bac	Pri/Rel	Main	KS
Owens Community College	005753	2-Yr Acad	Public		OH
Pace University	002791	Doct Ins	Pri/Non-Rel	Office	NY
Pacific Lutheran University	003785	Comp Ins	Pri/Rel		WA
Pacific Northwest College of Art	003207	Gen Bac	Pri/Non-Rel		OR
Pacific Union College	001258	Comp Ins	Pri/Rel		CA
Pacific University	003212	Comp Ins	Pri/Non-Rel		OR
Palm Beach Atlantic College	008849	Gen Bac	Pri/Rel		FL
Palm Beach Community College	001512	2-Yr Acad	Public		FL
Palmer College of Chiropractic West	029234	Spec Med	Pri/Non-Rel		CA
Palomar Community College	001260	2-Yr Acad	Public		CA
Paris Junior College	003601	2-Yr Acad	Public		TX
Parkland College	007118	2-Yr Acad	Public		IL
Parks College of Saint Louis University	003970	Gen Bac	Pri/Rel	Campus	IL
Passaic County Community College	009994	2-Yr Acad	Public		NJ
Patrick Henry Community College	003751	2-Yr Acad	Public		VA
Paul Smith's College of Arts and Sciences	002795	2-Yr Acad	Pri/Non-Rel		NY
Pellissippi State Technical Community College	012693	2-Yr Acad	Public	Campus	TN
Pembroke State University	002954	Comp Ins	Public	Campus	NC
Peninsula College	003786	2-Yr Acad	Public		WA
Penn Valley Community College	002484	2-Yr Acad	Public	Campus	MO
Pennsylvania College of Technology	003395	2-Yr Acad	Public		PA
Pennsylvania State University	006965	Doct Ins	Public	Office	PA
Pensacola Junior College	001513	2-Yr Acad	Public		FL
Pepperdine University	001264	Comp Ins	Pri/Non-Rel		CA
Peru State College	002559	Gen Bac	Public	Campus	NE
Pfieffer College	002955	Gen Bac	Pri/Rel		NC
Philadelphia College of Pharmacy and Science	003353	Spec Oth	Pri/Non-Rel		PA
Philadelphia College of Textiles and Science	003354	Comp Ins	Pri/Non-Rel		PA
Phillips County Community College	001104	2-Yr Acad	Public		AR
Phillips Junior College	023077	2-Yr Acad	Pri/Non-Rel		AL
Piedmont College	001588	Gen Bac	Pri/Non-Rel		GA
Piedmont Community College	009646	2-Yr Acad	Public		NC
Piedmont Virginia Community College	009928	2-Yr Acad	Public	Campus	VA
Pierce College	005000	2-Yr Acad	Public		WA
Pikeville College	001980	Gen Bac	Pri/Rel		KY
Pitt Community College	004062	2-Yr Acad	Public		NC
Pittsburg State University	001926	Comp Ins	Public		KS
Pittsburgh Theological Seminary	003356	Spec Rel	Pri/Rel		PA
Pitzer College	001172	Gen Bac	Pri/Non-Rel		CA

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Plymouth State College	002591	Comp Ins	Public	Campus	NH
Point Loma Nazarene College	001262	Gen Bac	Pri/Rel		CA
Point Park College	003357	Gen Bac	Pri/Non-Rel		PA
Pomona College	001173	Gen Bac	Pri/Non-Rel		CA
Ponce School of Medicine	029268	Spec Med	Pri/Non-Rel		PR
Pontifical College Josephinum	003113	Gen Bac	Pri/Rel		OH
Portland State University	003216	Doct Ins	Public		OR
Potomac State College of West Virginia University	003829	2-Yr Acad	Public	Campus	WV
Presbyterian College	003445	Gen Bac	Pri/Rel		SC
Presentation College	003467	2-Yr Acad	Pri/Rel		SD
Prince Georges Community College	002089	2-Yr Acad	Public		MD
Princeton University	002627	Doct Ins	Pri/Non-Rel	Main	NJ
Principia College	001744	Gen Bac	Pri/Non-Rel		MO
Providence College	003406	Doct Ins	Pri/Rel		RI
Pueblo Community College	029166	2-Yr Acad	Public		CO
Purdue University	001825	Doct Ins	Public		IN
Purdue University-Calumet	001827	Comp Ins	Public	Campus	IN
Purdue University-North Central Campus	001826	Comp Ins	Public	Campus	IN
Quincy University	001745	Gen Bac	Pri/Rel		IL
Quinnipiac College	001402	Gen Bac	Pri/Non-Rel		CT
Quinsigamond Community College	002175	2-Yr Acad	Public		MA
Radford University	003732	Comp Ins	Public		VA
Randolph-Macon College	003733	Gen Bac	Pri/Rel		VA
Randolph-Macon Woman's College	003734	Gen Bac	Pri/Non-Rel		VA
Ranken Technical College	012500	2-Yr Acad	Public		MO
Reading Area Community College	010388	2-Yr Acad	Public		PA
Red Rocks Community College	009543	2-Yr Acad	Public		CO
Reed College	003217	Gen Bac	Pri/Non-Rel		OR
Reformed Bible College	002311	Spec Rel	Pri/Rel		MI
Regent University	029353	Doct Ins	Pri/Rel		VA
Regis College	002206	Gen Bac	Pri/Rel		MA
Reinhardt College	001589	2-Yr Acad	Pri/Rel		GA
Rensselaer Polytechnic Institute	002803	Doct Ins	Pri/Non-Rel		NY
Renton Technical College	RNT980	2-Yr Acad	Public		WA
Rhode Island College	003407	Comp Ins	Public		RI
Rhode Island Office of Higher Education	RHD029	Board	Public	Office	RI
Rhode Island School of Design	003409	Spec Art	Pri/Non-Rel		RI
Rhodes College	003519	Gen Bac	Pri/Non-Rel		TN
Rich Mountain Community College	012435	2-Yr Acad	Public		AR
Richard Stockton College of New Jersey	009345	Gen Bac	Public		NJ
Ricks College	001625	2-Yr Acad	Pri/Rel		ID
Rider University	002628	Comp Ins	Pri/Non-Rel	Office	NJ
Ringling School of Art and Design	012574	Comp Ins	Pri/Non-Rel		FL
Rivier College	002586	Comp Ins	Pri/Rel		NH
Roan State Community College	009914	2-Yr Acad	Public		TN
Roanoke College	003736	Gen Bac	Pri/Rel		VA
Robert Morris College	003359	Comp Ins	Pri/Non-Rel		PA
Robert Morris College	001746	2-Yr Acad	Pri/Non-Rel	Main	IL
Roberts Wesleyan College	002805	Gen Bac	Pri/Rel		NY
Rochester Institute of Technology	002806	Comp Ins	Pri/Non-Rel		NY
Rock Valley College	001747	2-Yr Acad	Public		IL
Rockefeller University	002807	Doct Ins	Pri/Non-Rel		NY
Rockford College	001748	Gen Bac	Pri/Non-Rel		IL
Rockhurst College	002499	Comp Ins	Pri/Rel		MO
Roger Williams University	004917	Gen Bac	Pri/Non-Rel		RI
Rollins College	001515	Comp Ins	Pri/Non-Rel		FL
Roosevelt University	001749	Comp Ins	Pri/Non-Rel		IL
Rosary College	001750	Comp Ins	Pri/Rel		IL
Rose State College	009185	2-Yr Acad	Public		OK
Rose-Hulman Institute of Technology	001830	Spec Eng	Pri/Non-Rel		IN
Rosemont College	003360	Gen Bac	Pri/Rel		PA
Rowan-Cabarrus Community College	005754	2-Yr Acad	Public		NC
Roxbury Community College	011930	2-Yr Acad	Public		MA
Rutgers, The State University of New Jersey	006964	Doct Ins	Public	Main	NJ
Sacred Heart Major Seminary	002313	Gen Bac	Pri/Rel		MI
Sacred Heart University	001403	Gen Bac	Pri/Non-Rel		CT

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Sage Colleges	002810	Comp Ins	Pri/Non-Rel	Office	NY
Saginaw Valley State University	002314	Comp Ins	Public		MI
Saint Ambrose University	001889	Gen Bac	Pri/Rel		IA
Saint Bonaventure University	002817	Comp Ins	Pri/Rel		NY
Saint Clair County Community College	002310	2-Yr Acad	Public		MI
Saint Cloud State University	002377	Comp Ins	Public	Campus	MN
Saint Edward's University	003621	Gen Bac	Pri/Rel		TX
Saint Francis College	003366	Comp Ins	Pri/Rel		PA
Saint Francis College	002820	Gen Bac	Pri/Non-Rel		NY
Saint John Fisher College	002821	Gen Bac	Pri/Non-Rel		NY
Saint John's College	002092	Gen Bac	Pri/Non-Rel		MD
Saint John's College	002093	Gen Bac	Pri/Non-Rel	Campus	NM
Saint John's University	002379	Gen Bac	Pri/Rel		MN
Saint Johns River Community College	001523	2-Yr Acad	Public	Office	FL
Saint Joseph College	001409	Comp Ins	Pri/Rel		CT
Saint Joseph's College	001833	Gen Bac	Pri/Rel		IN
Saint Joseph's University	003367	Comp Ins	Pri/Rel		PA
Saint Lawrence University	002829	Gen Bac	Pri/Non-Rel		NY
Saint Leo College	001526	Gen Bac	Pri/Rel	Main	FL
Saint Louis University	002506	Doct Ins	Pri/Rel	Campus	MO
Saint Mar's College	001836	Gen Bac	Pri/Rel		IN
Saint Martin's College	003794	Gen Bac	Pri/Rel		WA
Saint Mary's College	002321	Gen Bac	Pri/Rel		MI
Saint Mary's College of California	001302	Comp Ins	Pri/Rel		CA
Saint Mary's College of Maryland	002095	Gen Bac	Public		MD
Saint Mary's College of Minnesota	002380	Comp Ins	Pri/Rel		MN
Saint Mary's University	003623	Comp Ins	Pri/Rel		TX
Saint Michael's College	003694	Comp Ins	Pri/Rel		VT
Saint Norbert College	003892	Gen Bac	Pri/Rel		WI
Saint Olaf College	002382	Gen Bac	Pri/Rel		MN
Saint Paul School of Theology	002509	Spec Rel	Pri/Rel		MO
Saint Peter's College	002638	Gen Bac	Pri/Non-Rel		NJ
Saint Thomas Aquinas College	002832	Gen Bac	Pri/Non-Rel		NY
Saint Thomas Theological Seminary	001367	Spec Rel	Pri/Rel		CO
Saint Thomas University	001468	Comp Ins	Pri/Rel		FL
Saint Vincent College	003368	Gen Bac	Pri/Rel		PA
Saint Xavier University	001768	Gen Bac	Pri/Rel		IL
Salem College	002960	Gen Bac	Pri/Rel		NC
Salem State College	002188	Comp Ins	Public		MA
Salisbury State University	002091	Comp Ins	Public	Campus	MD
Salt Lake Community College	005220	2-Yr Acad	Public		UT
Salve Regina University	003411	Comp Ins	Pri/Rel		RI
Sam Houston State University	003606	Doct Ins	Public	Campus	TX
Samuel Merritt College	007012	Gen Bac	Pri/Non-Rel		CA
San Diego Community College District	001273	Univ Sys	Public	Office	CA
San Diego State University	001151	Comp Ins	Public	Campus	CA
San Diego State University-Foundation	SND921	Oth	Pri/Non-Rel		CA
San Jacinto College	029137	2-Yr Acad	Public	Office	TX
San Joaquin Delta College	001280	2-Yr Acad	Public		CA
San Jose State University	001155	Comp Ins	Public	Campus	CA
San Juan College	002660	2-Yr Acad	Public		NM
Sangamon State University	009333	Comp Ins	Public		IL
Santa Clara University	001326	Comp Ins	Pri/Non-Rel		CA
Santa Fe Community College	022781	2-Yr Acad	Public		NM
Sauk Valley Community College	001752	2-Yr Acad	Public		IL
Savannah State College	001590	Comp Ins	Public	Campus	GA
Schenectady County Community College	006785	2-Yr Acad	Public		NY
School of the Museum of Fine Arts	004667	Spec Art	Pri/Non-Rel		MA
Schoolcraft College	002315	2-Yr Acad	Public		MI
Scripps College	001174	Gen Bac	Pri/Non-Rel		CA
Seabury-Western Theological Seminary	001754	Doct Ins	Pri/Rel		IL
Seattle Central Community College	009705	2-Yr Acad	Public	Campus	WA
Seattle Community College District Office	010106	CC Sys	Public	Office	WA
Seattle Pacific University	003788	Comp Ins	Pri/Rel		WA
Seattle University	003790	Comp Ins	Pri/Non-Rel		WA
Seminole Community College	001520	2-Yr Acad	Public	Campus	FL

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Seminole Junior College	003178	2-Yr Acad	Public		OK
Seton Hall University	002632	Comp Ins	Pri/Rel	Main	NJ
Seton Hill College	003362	Gen Bac	Pri/Rel		PA
Seward County Community College	008228	2-Yr Acad	Public		KS
Shasta College	001289	2-Yr Acad	Public		CA
Shaw University	002962	Gen Bac	Pri/Rel	Main	NC
Shippensburg University	003326	Comp Ins	Public		PA
Shoreline Community College	003791	2-Yr Acad	Public		WA
Shorter College	001591	Gen Bac	Pri/Rel		GA
Showa Women's Institute-Boston	SHW021	2-Yr Acad	Pri/Non-Rel		MA
Siena Heights College	002316	Gen Bac	Pri/Rel		MI
Sierra Community College	001290	2-Yr Acad	Public		CA
Simpson College	001291	Gen Bac	Pri/Rel		CA
Simpson College	001887	Gen Bac	Pri/Non-Rel		IA
Sinclair Community College	003119	2-Yr Acad	Public		OH
Sioux Falls College	003469	Comp Ins	Pri/Rel		SD
Skidmore College	002814	Gen Bac	Pri/Non-Rel		NY
Slippery Rock University	003327	Comp Ins	Public	Campus	PA
Smith College	002209	Gen Bac	Pri/Non-Rel		MA
South Arkansas Community College	STH717	2-Yr Acad	Public		AR
South Dakota School of Mines and Technology	003470	Comp Ins	Public	Campus	SD
South Dakota State University	003471	Comp Ins	Public		SD
South Florida Community College	001522	2-Yr Acad	Public		FL
South Georgia College	001592	2-Yr Acad	Public	Campus	GA
South Seattle Community College	009706	2-Yr Acad	Public	Campus	WA
South Suburban College	001769	2-Yr Acad	Public		IL
South Texas College of Law	004977	Spec Law	Pri/Non-Rel		TX
Southeast Missouri State University	002501	Comp Ins	Public		MO
Southeastern College of the Assemblies of God	001521	Comp Ins	Pri/Rel		FL
Southeastern Community College	008740	2-Yr Acad	Public		IA
Southeastern Louisiana University	002024	Comp Ins	Public		LA
Southern Arkansas University	001107	Gen Bac	Public	Main	AR
Southern Arkansas University Tech	007738	2-Yr Acad	Public	Campus	AR
Southern California College	001293	Gen Bac	Pri/Rel		CA
Southern California College of Optometry	001230	Spec Med	Pri/Non-Rel		CA
Southern College of Seventh-Day Adventists	003518	Gen Bac	Pri/Rel		TN
Southern College of Technology	001570	Spec Eng	Public		GA
Southern Connecticut State University	001406	Comp Ins	Public		CT
Southern Illinois University-Carbondale	001758	Doct Ins	Public	Main	IL
Southern Illinois University-Edwardsville	001759	Comp Ins	Public	Campus	IL
Southern Illinois University-System Office	008237	Univ Sys	Public	Office	IL
Southern Methodist University	003613	Doct Ins	Pri/Rel		TX
Southern Oregon State College	003219	Comp Ins	Public	Campus	OR
Southern State Community College	012870	2-Yr Acad	Public	Office	OH
Southern Utah University	003678	Gen Bac	Public		UT
Southern Vermont College	003693	Gen Bac	Pri/Non-Rel		VT
Southwest Missouri State University	002503	Comp Ins	Public		MO
Southwest State University	002375	Comp Ins	Public		MN
Southwest Texas State University	003615	Comp Ins	Public	Campus	TX
Southwestern Baptist Theological Seminary	003617	Spec Rel	Pri/Rel		TX
Southwestern University	003620	Gen Bac	Pri/Rel		TX
Spalding University	001960	Gen Bac	Pri/Non-Rel		KY
Spartanburg Technical College	003994	2-Yr Acad	Public		SC
Spelman College	001594	Gen Bac	Pri/Non-Rel		GA
Spring Arbor College	002318	Gen Bac	Pri/Rel		MI
Spring Hill College	001041	Gen Bac	Pri/Non-Rel		AL
Springfield College	002211	Comp Ins	Pri/Non-Rel		MA
Springfield Technical Community College	008078	2-Yr Acad	Public		MA
Stark Technical College	010881	2-Yr Acad	Public		OH
State Colleges in Colorado	666696	Univ Sys	Public	Office	CO
State Community College of East St. Louis	009332	2-Yr Acad	Public		IL
State Fair Community College	008080	2-Yr Acad	Public		MO
State System of Higher Education	029371	Univ Sys	Public	Office	PA
State Technical Institute at Memphis	007105	2-Yr Acad	Public		TN
State University and Community College System of Tennessee	029031	Univ Sys	Public	Office	TN
State University of New York-Albany	002835	Doct Ins	Public		NY

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
State University of New York-Binghamton	002836	Doct Ins	Public	Campus	NY
State University of New York-Buffalo	009554	Doct Ins	Public	Campus	NY
State University of New York-College at Brockport	002841	Comp Ins	Public	Campus	NY
State University of New York-College at Fredonia	002844	Comp Ins	Public	Campus	NY
State University of New York-College at Geneseo	002845	Comp Ins	Public	Campus	NY
State University of New York-College at Oneonta	002847	Comp Ins	Public	Campus	NY
State University of New York-College at Plattsburgh	002849	Comp Ins	Public	Campus	NY
State University of New York-College at Potsdam	002850	Comp Ins	Public	Campus	NY
State University of New York-College of A&T at Cobleskill	002856	2-Yr Acad	Public	Campus	NY
State University of New York-College of A&T at Morrisville	002859	2-Yr Acad	Public		NY
State University of New York-Empire State College	010286	Comp Ins	Public	Campus	NY
State University of New York-Health Science Center	002840	Spec Med	Public		NY
State University of New York-Institute of Technology	006792	Comp Ins	Public	Campus	NY
State University of New York-Research Foundation	RSR122	Univ Sys	Public	Office	NY
State University of New York-Stony Brook	002838	Doct Ins	Public	Main	NY
State University System of Florida-System Office	008068	Univ Sys	Public	Office	FL
State University System of Minnesota-System	029070	Univ Sys	Public	Office	MN
Stephen F. Austin State University	003624	Comp Ins	Public		TX
Sterling College	029334	2-Yr Acad	Pri/Non-Rel		VT
Stillman College	001044	Gen Bac	Pri/Rel		AL
Strayer College	001459	Comp Ins	Pri/Non-Rel		DC
Suffolk University	002218	Comp Ins	Pri/Non-Rel		MA
Sumter Area Technical College	003995	2-Yr Acad	Public		SC
Susquehanna University	003369	Gen Bac	Pri/Rel		PA
Swarthmore College	003370	Gen Bac	Pri/Non-Rel		PA
Sweet Briar College	003742	Gen Bac	Pri/Non-Rel		VA
Syracuse University	002882	Doct Ins	Pri/Non-Rel		NY
Taft College	001309	2-Yr Acad	Public		CA
Tallahassee Community College	001533	2-Yr Acad	Public		FL
Tarrant County Junior College District	008898	2-Yr Acad	Public	Office	TX
Taylor University	001838	Gen Bac	Pri/Rel	Office	IN
Technical College of the Lowcountry	009910	2-Yr Acad	Public	Main	SC
Teikyo Loretto Heights University	TKY802	Gen Bac	Pri/Non-Rel		CO
Teikyo Post University	001401	Gen Bac	Pri/Non-Rel	Campus	CT
Teikyo Westmar University	001899	Gen Bac	Pri/Non-Rel		IA
Temple University	003371	Doct Ins	Public	Main	PA
Tennessee Higher Education Commission	TNN372	Board	Public	Office	TN
Tennessee State University	003522	Comp Ins	Public		TN
Tennessee Technological University	003523	Comp Ins	Public	Campus	TN
Terra Community College	008278	2-Yr Acad	Public		OH
Texas A&M University	010366	Doct Ins	Public	Campus	TX
Texas A&M University-Engineering Experiment Station	TEX778	Spec Eng	Public	Campus	TX
Texas Chiropractic College	003635	Comp Ins	Pri/Non-Rel		TX
Texas Christian University	003636	Doct Ins	Pri/Rel		TX
Texas College of Osteopathic Medicine	009768	Spec Med	Public		TX
Texas State Technical College System	009642	Univ Sys	Public	Main	TX
Texas Tech University	003644	Doct Ins	Public		TX
Texas Tech University Health Sciences Center	010674	Spec Med	Public	Office	TX
Texas Wesleyan University	003645	Gen Bac	Pri/Rel		TX
Texas Woman's University	003646	Doct Ins	Public	Office	TX
Thiel College	003376	Gen Bac	Pri/Rel		PA
Thomas A. Edison State College	011648	Gen Bac	Public		NJ
Thomas College	002052	Gen Bac	Pri/Non-Rel		ME
Thomas More College	002001	Gen Bac	Pri/Rel		KY
Thomas Nelson Community College	006871	2-Yr Acad	Public	Campus	VA
Three Rivers Community Technical College	009765	2-Yr Acad	Public		CT
Tiffin University	003121	Gen Bac	Pri/Non-Rel		OH
Toccoa Falls College	001596	Gen Bac	Pri/Rel		GA
Tompkins-Cortland Community College	006788	2-Yr Acad	Public		NY
Towson State University	002099	Comp Ins	Public	Campus	MD
Transylvania University	001987	Gen Bac	Pri/Non-Rel		KY
Trenton State College	002642	Comp Ins	Public		NJ
Trevecca Nazarene College	003526	Spec Rel	Pri/Rel		TN
Trident Technical College	008818	2-Yr Acad	Public		SC
Trinity Christian College	001771	Gen Bac	Pri/Non-Rel		IL
Trinity College	001460	Comp Ins	Pri/Rel		DC

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Trinity College of Vermont	003695	Gen Bac	Pri/Rel		VT
Trinity Lutheran Seminary	003044	Spec Rel	Pri/Rel		OH
Trinity Valley Community College	003572	2-Yr Acad	Public	Office	TX
Trocaire College	002812	2-Yr Acad	Pri/Rel		NY
Troy State University-Montgomery	001049	Comp Ins	Public		AL
Troy State University Dothan	001048	Gen Bac	Public		AL
Tufts University	002219	Doct Ins	Pri/Non-Rel		MA
Tulane University	002029	Doct Ins	Pri/Non-Rel		LA
Tulsa Junior College	009763	2-Yr Acad	Public		OK
Tyler Junior College	003648	2-Yr Acad	Public		TX
Ulster County Community College	002880	2-Yr Acad	Public		NY
Uniformed Services University of the Health Sciences	029169	US Servc	Public	Main	MD
Union College	001988	Comp Ins	Pri/Rel		KY
Union College	002889	Doct Ins	Pri/Non-Rel		NY
Union Institute	010923	Doct Ins	Pri/Non-Rel	Office	OH
Union University	003528	Comp Ins	Pri/Rel		TN
United States Sports Academy	029274	Oth Spec	Pri/Non-Rel		AL
United Theological Seminary of the Twin Cities	002386	Spec Rel	Pri/Rel		MN
Universidad Central Del Caribe	029229	Comp Ins	Pri/Non-Rel		PR
University and Community College System of Nevada	008026	Univ Sys	Public	Office	NE
University System of New Hampshire	008027	Univ Sys	Public	Office	NH
University of Akron	003123	Doct Ins	Public		OH
University of Alabama	001051	Doct Ins	Public	Campus	AL
University of Alabama-Birmingham	001052	Doct Ins	Public	Campus	AL
University of Alabama-Huntsville	001055	Comp Ins	Public	Campus	AL
University of Alabama-System	008004	Univ Sys	Public	Office	AL
University of Alaska-Southeast	011463	Comp Ins	Public		AL
University of Arizona	001083	Doct Ins	Public		AZ
University of Arkansas Main Campus	001108	Doct Ins	Public	Main	AR
University of Arkansas at Little Rock	001101	Comp Ins	Public	Campus	AR
University of Baltimore	002102	Comp Ins	Public	Campus	MD
University of California-Davis	001313	Doct Ins	Public	Campus	CA
University of California-Irvine	001314	Doct Ins	Public	Campus	CA
University of California-Los Angeles	001315	Doct Ins	Public	Campus	CA
University of California-San Diego	001317	Doct Ins	Public	Campus	CA
University of California-San Francisco	001319	Spec Med	Public	Campus	CA
University of California-Santa Cruz	001321	Doct Ins	Public	Campus	CA
University of California-System	001311	Univ Sys	Public	Office	CA
University of Central Arkansas	001092	Comp Ins	Public		AR
University of Central Florida	003954	Comp Ins	Public		FL
University of Central Oklahoma	003152	Comp Ins	Public		OK
University of Central Texas	011854	Comp Ins	Pri/Non-Rel		TX
University of Charleston	003818	Comp Ins	Pri/Non-Rel		WV
University of Chicago	001774	Doct Ins	Pri/Non-Rel		IL
University of Cincinnati	003125	Doct Ins	Public	Main	OH
University of Colorado	004509	Spec Rel	Public	Campus	CO
University of Colorado Health Sciences Center	004508	Spec Med	Public	Campus	CO
University of Colorado-System	007996	Univ Sys	Public	Office	CO
University of Colorado-Boulder	001370	Doct Ins	Public	Main	CO
University of Colorado-Denver	006740	Doct Ins	Public	Campus	CO
University of Connecticut	029013	Doct Ins	Public		CT
University of Dallas	003651	Comp Ins	Pri/Rel		TX
University of Dayton	003127	Comp Ins	Pri/Rel		OH
University of Delaware	001431	Doct Ins	Public		DE
University of Denver	001371	Doct Ins	Pri/Non-Rel		CO
University of Detroit Mercy	002323	Doct Ins	Pri/Rel	Office	MI
University of Dubuque	001891	Gen Bac	Pri/Rel		IA
University of Evansville	001795	Comp Ins	Pri/Rel		IN
University of Georgia	001598	Doct Ins	Public	Campus	GA
University of Guam	003935	Comp Ins	Public	Office	
University of Hawaii-Community College System Administration	CMM968	CC Sys	Public	Office	HI
University of Hawaii-Hilo	029020	Gen Bac	Public	Campus	HI
University of Hawaii-Kauai Community College	001614	2-Yr Acad	Public	Campus	HI
University of Hawaii-Manoa	001610	Doct Ins	Public	Main	HI
University of Hawaii-System Administration	007885	Univ Sys	Public	Office	HI
University of Hawaii-West Oahu	029102	Gen Bac	Public	Campus	HI

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
University of Houston-Clear Lake	011711	Comp Ins	Public	Campus	TX
University of Houston-University Park	003652	Doct Ins	Public	Main	TX
University of Idaho	001626	Doct Ins	Public		ID
University of Illinois-Chicago	001776	Doct Ins	Public	Campus	IL
University of Illinois-Central Office	008001	Univ Sys	Public	Office	IL
University of Illinois-Urbana/Champaign	001775	Doct Ins	Public	Campus	IL
University of Iowa	001892	Doct Ins	Public		IA
University of Kansas Medical Center	004605	Spec Med	Public	Campus	KS
University of Kansas-Lawrence	001948	Doct Ins	Public	Main	KS
University of Kentucky	001989	Doct Ins	Public		KY
University of La Verne	001216	Comp Ins	Pri/Non-Rel		CA
University of Louisville	001999	Doct Ins	Public		KY
University of Maine	002053	Comp Ins	Public	Campus	ME
University of Maine-Augusta	006760	Gen Bac	Public	Campus	ME
University of Maine-Farmington	002040	Gen Bac	Public	Campus	ME
University of Maine-Fort Kent	002041	Gen Bac	Public	Campus	ME
University of Maine-Machias	002055	Gen Bac	Public	Campus	ME
University of Maine-Presque Isle	002033	Gen Bac	Public	Campus	ME
University of Maine-System	008012	Univ Sys	Public	Office	ME
University of Mary Hardin-Baylor	003588	Gen Bac	Pri/Rel		TX
University of Maryland at Baltimore	002104	Doct Ins	Public	Campus	MD
University of Maryland Baltimore County	002105	Doct Ins	Public	Campus	MD
University of Maryland Eastern Shore	002106	Gen Bac	Public	Campus	MD
University of Maryland College Park	002103	Doct Ins	Public	Campus	MD
University of Maryland System Administration	007959	Univ Sys	Public	Office	MD
University of Massachusetts-Amherst	002221	Doct Ins	Public	Main	MA
University of Massachusetts-Boston	002222	Doct Ins	Public	Campus	MA
University of Massachusetts-Dartmouth	002210	Comp Ins	Public	Campus	MA
University of Massachusetts-Lowell	002161	Comp Ins	Public	Campus	MA
University of Miami	001536	Doct Ins	Pri/Non-Rel	Office	FL
University of Michigan-Ann Arbor	009092	Doct Ins	Public	Main	MI
University of Minnesota	003969	Doct Ins	Public	Office	MN
University of Minnesota-Duluth	002388	Comp Ins	Public	Campus	MN
University of Minnesota-Morris	002389	Gen Bac	Public	Campus	MN
University of Mississippi	002440	Doct Ins	Public	Campus	MS
University of Mississippi-Medical Center	004688	Spec Med	Public	Campus	MS
University of Missouri-Columbia	002516	Doct Ins	Public	Main	MO
University of Missouri-Kansas City	002518	Doct Ins	Public	Campus	MO
University of Missouri-Rolla	002517	Doct Ins	Public	Campus	MO
University of Missouri-St. Louis	002519	Doct Ins	Public		MO
University of Missouri-System	002515	Univ Sys	Public	Office	MO
University of Montana	002536	Comp Ins	Public	Campus	MT
University of Montevallo	001004	Comp Ins	Public		AL
University of Nebraska-Kearney	002551	Comp Ins	Public	Campus	NE
University of Nebraska-Lincoln	002565	Doct Ins	Public	Campus	NE
University of Nebraska-Medical Center	006895	Spec Med	Public	Campus	NE
University of Nebraska-Omaha	002554	Comp Ins	Public	Campus	NE
University of Nebraska-System	008025	Univ Sys	Public	Office	NE
University of Nevada-Reno	002568	Doct Ins	Public	Campus	NV
University of New England	002050	Comp Ins	Pri/Non-Rel		ME
University of New Hampshire	002589	Doct Ins	Public	Campus	NH
University of New Mexico	010313	Doct Ins	Public		NM
University of North Carolina-Asheville	002907	Comp Ins	Public	Campus	NC
University of North Carolina-Chapel Hill	002974	Doct Ins	Public	Campus	NC
University of North Carolina-Charlotte	002975	Comp Ins	Public	Campus	NC
University of North Carolina-Greensboro	002976	Doct Ins	Public		NC
University of North Carolina-Wilmington	002984	Comp Ins	Public	Campus	NC
University of North Dakota	003005	Doct Ins	Public		ND
University of North Texas	003594	Doct Ins	Public		TX
University of Northern Colorado	001349	Doct Ins	Public		CO
University of Northern Iowa	001890	Comp Ins	Public		IA
University of Notre Dame	001840	Doct Ins	Pri/Rel		IN
University of Oklahoma-Health Science Center	005889	Spec Med	Public	Campus	OK
University of Oklahoma-Norman	003184	Doct Ins	Public		OK
University of Oregon	003223	Doct Ins	Public		OR
University of Osteopathic Medicine and Health Sciences	001855	Doct Ins	Pri/Non-Rel		IA

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
University of Pennsylvania	003378	Doct Ins	Public		PA
University of Phoenix (Apollo Group, Inc.)	APL850	Spec Bus	Pri/Non-Rel	Office	AZ
University of Pittsburgh-Johnstown	003382	Comp Ins	Public	Campus	PA
University of Pittsburgh-Pittsburgh Campus	003379	Doct Ins	Public	Main	PA
University of Puerto Rico-Humacao University College	003943	Gen Bac	Public	Campus	PR
University of Puerto Rico-System	003942	Comp Ins	Public	Office	PR
University of Puget Sound	003797	Comp Ins	Pri/Non-Rel		WA
University of Richmond	003744	Comp Ins	Pri/Rel		VA
University of Rio Grande	003116	Gen Bac	Pri/Non-Rel		OH
University of Rochester	002894	Doct Ins	Pri/Non-Rel		NY
University of Saint Thomas	002345	Doct Ins	Pri/Rel		MN
University of Saint Thomas	003654	Doct Ins	Pri/Rel		TX
University of San Diego	010395	Comp Ins	Pri/Rel		CA
University of San Francisco	001325	Comp Ins	Pri/Rel		CA
University of Science and Arts of Oklahoma	003167	Gen Bac	Public		OK
University of Scranton	003384	Comp Ins	Pri/Rel		PA
University of South Alabama	001057	Comp Ins	Public		AL
University of South Carolina-Aiken	003449	Gen Bac	Public	Campus	SC
University of South Carolina-Columbia	003448	Doct Ins	Public	Office	SC
University of South Dakota	010300	Doct Ins	Public		SD
University of South Florida	001537	Doct Ins	Public	Campus	FL
University of Southern California	001328	Doct Ins	Pri/Non-Rel		CA
University of Southern Indiana	001808	Gen Bac	Public		IN
University of Southern Mississippi	002441	Doct Ins	Public	Office	MS
University of Southwestern Louisiana	002031	Doct Ins	Public		LA
University of Tennessee-Chattanooga	003529	Comp Ins	Public	Campus	TN
University of Tennessee-Knoxville	003530	Doct Ins	Public	Main	TN
University of Tennessee-Martin	003531	Comp Ins	Public	Campus	TN
University of Tennessee-Memphis	006725	Spec Med	Public	Campus	TN
University of Tennessee-System	008051	Univ Sys	Public	Office	TX
University of Texas Medical Branch	004952	Spec Med	Public	Campus	TX
University of Texas-Brownsville	030646	Comp Ins	Public	Campus	TX
University of Texas-El Paso	003661	Doct Ins	Public	Campus	TX
University of Texas-Arlington	003656	Doct Ins	Public	Campus	TX
University of Texas-Austin	003658	Doct Ins	Public	Campus	TX
University of Texas-Dallas	009741	Doct Ins	Public	Campus	TX
University of Texas-Health Science Center at San Antonio	003659	Spec Med	Public	Campus	TX
University of Texas-Houston Health Science Center	011618	Doct Ins	Public	Campus	TX
University of Texas-Permian Basin	009930	Comp Ins	Public	Campus	TX
University of Texas-San Antonio	010115	Comp Ins	Public	Campus	TX
University of Toledo	003131	Doct Ins	Public		OH
University of Tulsa	003185	Comp Ins	Pri/Non-Rel		OK
University of Utah	003675	Doct Ins	Public		UT
University of Vermont	003696	Doct Ins	Public		VT
University of Virginia	006968	Doct Ins	Public		VA
University of Washington	003798	Doct Ins	Public	Main	WA
University of West Florida	003955	Comp Ins	Public		FL
University of Wisconsin-Eau Claire	003917	Comp Ins	Public	Campus	WI
University of Wisconsin-Green Bay	003899	Comp Ins	Public	Campus	WI
University of Wisconsin-Madison	003895	Doct Ins	Public	Campus	WI
University of Wisconsin-Milwaukee	003896	Doct Ins	Public	Campus	WI
University of Wisconsin-Oshkosh	009630	Comp Ins	Public	Campus	WI
University of Wisconsin-Stout	003915	Comp Ins	Public	Campus	WI
University of Wisconsin-Superior	003925	Comp Ins	Public	Campus	WI
University of Wisconsin-System	003894	Univ Sys	Public	Office	WI
University of Wisconsin-Whitewater	003926	Comp Ins	Public	Campus	WI
University of Wyoming	003932	Doct Ins	Public		WY
University of the Arts	003350	Spec Art	Pri/Non-Rel		PA
University of the District of Columbia	001441	Comp Ins	Public		DC
University of the Ozarks	001094	Gen Bac	Pri/Non-Rel		AR
University of the Pacific	001329	Doct Ins	Pri/Non-Rel	Main	CA
University of the South	003534	Gen Bac	Pri/Rel		TN
Upper Iowa University	001893	Gen Bac	Pri/Non-Rel		IA
Ursuline College	003134	Gen Bac	Pri/Rel		OH
Utah State Board of Regents	THS841	Board	Public	Office	UT
Utah State University	003677	Doct Ins	Public		UT

* Single institutions unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Utah Valley Community College	004027	2-Yr Acad	Public		UT
Utica College of Syracuse University	002883	Gen Bac	Pri/Non-Rel	Campus	NY
Valdosta State University	001599	Comp Ins	Public		GA
Valencia Community College	006750	2-Yr Acad	Public		FL
Valley City State University	003008	Gen Bac	Public		ND
Valley Forge Military College	003386	2-Yr Acad	Pri/Non-Rel		PA
Valparaiso University	001842	Comp Ins	Pri/Rel		IN
Vanderbilt University	003535	Doct Ins	Pri/Non-Rel		TN
Vassar College	002895	Gen Bac	Pri/Non-Rel		NY
Vennard College	001894	Gen Bac	Pri/Rel		IA
Vermont State Colleges	029162	Univ Sys	Public	Office	VT
Victoria College	003662	2-Yr Acad	Public		TX
Villanova University	003388	Comp Ins	Pri/Rel		PA
Vincennes University	001843	2-Yr Acad	Public	Main	IN
Virginia Commonwealth University	003735	Doct Ins	Public		VA
Virginia Community College System	008904	CC Sys	Public	Office	VA
Virginia Military Institute	003753	Gen Bac	Public		VA
Virginia Polytechnic Institute and State University	003754	Doct Ins	Public		VA
Viterbo College	003911	Gen Bac	Pri/Rel		WI
Wake Forest University	002978	Comp Ins	Pri/Non-Rel		NC
Waldorf College	001895	2-Yr Acad	Pri/Rel		IA
Walla Walla College	003799	Comp Ins	Pri/Rel		WA
Wallace Community College Selma	009980	2-Yr Acad	Public		AL
Walters State Community College	008863	2-Yr Acad	Public		TN
Warner Southern College	008848	Gen Bac	Pri/Rel		FL
Warren Wilson College	002979	Comp Ins	Pri/Non-Rel		NC
Wartburg College	001896	Gen Bac	Pri/Rel		IA
Wartburg Theological Seminary	001897	Spec Rel	Pri/Rel		IA
Washburn University of Topeka	001949	Gen Bac	Public		KS
Washington College	002108	Gen Bac	Pri/Non-Rel		MD
Washington County Technical College	WSH046	2-Yr Acad	Public	Campus	ME
Washington State University	003800	Doct Ins	Public		WA
Washington University	002520	Doct Ins	Pri/Non-Rel		MO
Washington University School of Medicine	WSH631	Spec Med	Pri/Non-Rel	Campus	MO
Washington and Jefferson College	003389	Gen Bac	Pri/Non-Rel		PA
Washington and Lee University	003768	Gen Bac	Pri/Non-Rel		VA
Washtenaw Community College	002328	2-Yr Acad	Public		MI
Waubonsee Community College	006931	2-Yr Acad	Public		IL
Waukesha County Technical College	009258	2-Yr Acad	Public	Campus	WI
Wayne Community College	002980	2-Yr Acad	Public		NC
Wayne County Community College	009230	2-Yr Acad	Public		MI
Wayne State College	002566	Comp Ins	Public		NE
Wayne State University	002329	Doct Ins	Public		MI
Waynesburg College	003391	Gen Bac	Pri/Rel		PA
Weatherford College	003664	2-Yr Acad	Public		TX
Weber State University	003680	Comp Ins	Public		UT
Webster University	002521	Spec Rel	Pri/Non-Rel		MO
Wellesley College	002224	Gen Bac	Pri/Non-Rel		MA
Wells College	002901	Gen Bac	Pri/Non-Rel		NY
Wenatchee Valley College	003801	2-Yr Acad	Public		WA
Wesley College	001433	Gen Bac	Pri/Rel		DE
Wesleyan University	001424	Comp Ins	Pri/Non-Rel		CT
West Chester University of Pennsylvania	003328	Comp Ins	Public	Campus	PA
West Georgia College	001601	Comp Ins	Public		GA
West Hills Community College	001176	2-Yr Acad	Public		CA
West Liberty State College	003823	Gen Bac	Public		WV
West Shore Community College	007950	2-Yr Acad	Public		MI
West Texas A & M University	003665	Comp Ins	Public	Campus	TX
West Virginia Graduate College	006869	Comp Ins	Public		WV
West Virginia Institute of Technology	003825	Gen Bac	Public		WV
West Virginia School of Osteopathic Medicine	011245	Spec Med	Public		WV
West Virginia University	003827	Doct Ins	Public	Main	WV
West Virginia Wesleyan College	003830	Gen Bac	Pri/Rel		WV
Westbrook College	002056	Gen Bac	Pri/Non-Rel		ME
Western Baptist College	001339	Gen Bac	Pri/Rel		OR
Western Carolina University	002981	Comp Ins	Public	Campus	NC

* Single institutions unless otherwise noted.

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Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Western Illinois University	001780	Comp Ins	Public	Campus	IL
Western Interstate Commission for Higher Education	WST803	Board	Public		CO
Western Kentucky University	002002	Comp Ins	Public		KY
Western Maryland College	002109	Comp Ins	Pri/Non-Rel		MD
Western Michigan University	002330	Doct Ins	Public		MI
Western Montana College	002537	Gen Bac	Public	Campus	MT
Western Nebraska Community College	002560	2-Yr Acad	Public	Office	NE
Western Nevada Community College	010363	2-Yr Acad	Public	Campus	NV
Western Oregon State College	003209	Comp Ins	Public	Campus	OR
Western Piedmont Community College	002982	2-Yr Acad	Public	Campus	NC
Western States Chiropractic College	012309	Spec Oth	Pri/Non-Rel		OR
Western Washington University	003802	Comp Ins	Public		WA
Western Wyoming Community College	003933	2-Yr Acad	Public		WY
Westminster College	003392	Gen Bac	Pri/Rel		PA
Westminster College	002523	Gen Bac	Pri/Non-Rel		MO
Westminster College of Salt Lake City	003681	Gen Bac	Pri/Non-Rel		UT
Westminster Theological Seminary	003393	Spec Rel	Pri/Rel		PA
Westmont College	001341	Gen Bac	Pri/Non-Rel		CA
Westmoreland County Community College	010176	2-Yr Acad	Public		PA
Wharton County Junior College	003668	2-Yr Acad	Public	Office	TX
Wheaton College	002227	Gen Bac	Pri/Non-Rel		MA
Wheaton College	001781	Comp Ins	Pri/Rel		IL
Wheeling Jesuit College	003831	Gen Bac	Pri/Rel		WV
Whitman College	003803	Gen Bac	Pri/Non-Rel		WA
Whittier College	001342	Gen Bac	Pri/Non-Rel		CA
Whitworth College	003804	Comp Ins	Pri/Rel		WA
Wichita State University	001950	Doct Ins	Public		KS
Widener University	003313	Comp Ins	Pri/Non-Rel	Office	PA
Wilkes University	003394	Comp Ins	Pri/Non-Rel		PA
William Jennings Bryan College	003536	Gen Bac	Pri/Rel		TN
William Jewell College	002524	Gen Bac	Pri/Rel		MO
William Paterson College	002625	Gen Bac	Public		NJ
William Rainey Harper College	003961	2-Yr Acad	Public		IL
William Woods University	002525	Gen Bac	Pri/Non-Rel		MO
Williams Baptist College	001106	2-Yr Acad	Pri/Rel		AR
Williams College	002229	Comp Ins	Pri/Non-Rel		MA
Wilmington College	003142	Gen Bac	Pri/Rel		OH
Wilmington College	007948	Gen Bac	Pri/Non-Rel		DE
Wilson College	003396	Gen Bac	Pri/Rel		PA
Wilson Technical Community College	004845	2-Yr Acad	Public		NC
Windward Community College	010390	2-Yr Acad	Public	Campus	HI
Wingate College	002985	Gen Bac	Pri/Rel		NC
Wisconsin Lutheran College	029157	Gen Bac	Pri/Rel		WI
Wisconsin Technical College System Board	WBV537	Board	Public	Office	WI
Wittenberg University	003143	Gen Bac	Pri/Rel		OH
Wood College	002448	2-Yr Acad	Pri/Rel		MS
Woodbury University	001343	Comp Ins	Pri/Non-Rel		CA
Wor-Wic Community College	029053	2-Yr Acad	Public		MD
Worcester Polytechnic Institute	002233	Doct Ins	Pri/Non-Rel		MA
Worcester State College	002190	Comp Ins	Public		MA
Wright State University	009168	Doct Ins	Public	Main	OH
Wytheville Community College	003761	2-Yr Acad	Public	Campus	VA
Yakima Valley Community College	003805	2-Yr Acad	Public		WA
Yale University	001426	Doct Ins	Pri/Non-Rel		CT
Yavapai College	001079	2-Yr Acad	Public	Main	AZ
York College of Pennsylvania	003399	Gen Bac	Pri/Non-Rel		PA
Youngstown State University	003145	Comp Ins	Public		OH

* Single institutions unless otherwise noted.

SPECIAL STUDY ORDER FORM
1994-95 Administrative Compensation Survey

Instructions: (NOTE: follow each of these steps to avoid delay in processing your order.)

1. Read through entire form.
2. Print **clearly** or type all information.
3. Use a **separate form** for each study ordered.
4. After determining appropriate fee and delivery categories, complete the payment information section at the end of this form. Payment or purchase order must accompany all orders. Nonmembers of CUPA must send payment with the order.
5. Forward all requests to: CUPA Special Studies, 1233 Twentieth St., NW, Suite 301, Washington, DC 20036-1250.
6. Please contact Lois Vincent at the CUPA national office if you have any questions, (202) 429-0311, Ext. 4. FAX: (202) 429-0149.

Profile:

Name_____ Title_____

Institution_____

Phone ( )_____ FAX ( )_____

Mailing Address_____

City, State, Zip_____

Did your institution participate in the 1994-95 survey? ❒ Yes ❒ No
Is your institution a member of CUPA? ❒ Yes ❒ No
Have you ever ordered a Special Study before? ❒ Yes ❒ No

Basic Fees:

Please check the category your institution falls under:
___ $250 - CUPA members who participated in the 1994-95 survey;
___ $340 - CUPA members who did not participate in the 1994-95 survey and nonmembers who did participate;
___ $425 - CUPA nonmembers who did not participate in the survey and other nonprofit organizations;
___ $575 - All others.

Delivery:

Please check how you would like your special study returned:
___ Via FAX—10 working day turn around. (Please note, we cannot fax display #3)—$5.00 charge.
___ Via Federal Express—10 working day turn around ($20.00 charge)—Federal Express will not deliver to a P.O. Box.
___ Via first class mail—please allow 3-4 weeks for delivery (no additional charge).

Types of Data Displays:

(Check only one. Use a separate form for each additional display ordered. A text file of the study is available upon request for a $10 additional charge. Call CUPA for more information.)

___1. Salary display with median and mean data. Will also include (please check) ___percentile data ___quartile data ___both. (NOTE: percentile data—20%, 40%, 60%, 80%, quartile data—25%, 50%, 75%)

___2. Salary display with median data **and** with years-of-service data. Will display data by (please check one) ___percentiles or ___quartiles.

___3. Listing of individual salaries by position (mean salary provided).

___4. Comparative data display that includes median salary data for minority/nonminority and male/female. This display also includes the number of minority/nonminority and male/female reported for each position.

___5. Other (such as Distribution of Salaries by position, reporting relationship, etc.). Please specify on a separate sheet of paper (additional costs may be incurred).

ADCRPT

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If you wish to receive data displays based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. Complete only one section per study ordered.

Section I

Please answer only those questions that pertain to your request—you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (Check as many as desired)

A. ❒ A single institution
B. ❒ An administrative office of a system
C. ❒ A main campus of a system
D. ❒ A campus within a system

2. CLASSIFICATION (Please check either NCES classification or specific code from Appendix C.)

NCES (check as many as desired)

A. ❒ Doctoral Institution
B. ❒ Comprehensive Institution
C. ❒ General Baccalaureate Institution
D. ❒ Two-Year Institutions with Academic Rank
E. ❒ Other, specify code from Appendix C_____

3. AFFILIATION (Check as many as desired)

A. ❒ Public
B. ❒ Private/Religious
C. ❒ Private/Nonreligious

4. EDUCATION AND GENERAL BUDGET (Specify number **or** range)

A. Less than $_____
B. More than $_____
C. Between $_____ and $_____

5. FTE ENROLLMENT (specify number **or** range)

A. Less than _____
B. More than _____
C. Between _____ and _____

6. GEOGRAPHIC AREA

List States below. (Please do not abbreviate)

_____

_____

_____

Section II

Please use a separate sheet of paper.

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the *1994-95 Administrative Compensation Survey*. Please see Appendix A, "Responding Institutions," of the survey report to ensure that the desired institutions participated. To maintain confidentiality of the data, if three or fewer salaries are reported for a particular position, we will not include salary information. Please choose eight or more institutions other than your own and list on a separate sheet of paper the institutional name, campus (if applicable), state, and the FICE Code. **Your institution's data will be included only if specifically requested.**

Payment Information

Please check all that apply.

❒ I am a CUPA member ❒ I am not a CUPA member
❒ My check is enclosed for $_____
❒ Please bill me. $_____ **Must include PO#**_____
❒ Charge my credit card ❒ VISA ❒ MasterCard
#_____ Exp Date _____ Signature _____

Mail this entire form and a check or purchase order to: **CUPA, 1233 Twentieth St., NW, Suite 301, Washington, DC 20036-1250, FAX (202) 429-0149. Please use a separate form for each study ordered.**

NCES CODES

The database of the 1994-95 Administrative Compensation Survey contains institutional classification codes originally established by the National Center for Education Statistics (NCES). CUPA uses the codes as one method of classifying institutions in the survey. The codes more specifically correlate with the type of institution or program offered and are especially useful when ordering customized studies based on certain institutional characteristics.

A01 - DOCTORAL-LEVEL INSTITUTIONS WITHOUT MEDICAL SCHOOL
A02 - DOCTORAL-LEVEL INSTITUTIONS WITH MEDICAL SCHOOL
B01 - COMPREHENSIVE INSTITUTIONS WITHOUT MEDICAL SCHOOL
B02 - COMPREHENSIVE INSTITUTIONS WTH MEDICAL SCHOOL
C01 - GENERAL BACCALAUREATE INSTITUTIONS
D01 - SPECIALIZED/SCHOOL OF PHILOSOPHY, RELIGION AND THEOLOGY
D02 - SPECIALIZED/MEDICAL SCHOOLS
D03 - SPECIALIZED/OTHER HEALTH INSTITUTIONS
D04 - SPECIALIZED/ENGINEERING SCHOOLS
D05 - SPECIALIZED/BUSINESS SCHOOLS
D06 - SPECIALIZED/VISUAL AND PERFORMING ARTS SCHOOLS
D07 - SPECIALIZED/LAW SCHOOLS
D08 - SPECIALIZED/EDUCATION SCHOOLS
D09 - U.S. SERVICE SCHOOLS
D10 - OTHER SPECIALIZED SCHOOLS
D12 - SPECIALIZED/NON-DEGREE GRANTING INSTITUTIONS
E01 - MULTIPROGRAM TWO-YEAR INSTITUTIONS
E04 - SINGLE PROGRAM TWO-YEAR INSTITUTIONS

UNS - UNIVERSITY SYSTEM
CCS - COMMUNITY COLLEGE SYSTEM
BOR - BOARD OF REGENTS
OTH - OTHER

Salary Comparison Worksheet

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the survey groups. Positions to be compared should be listed in the appropriate position categories along with the corresponding 1994-95 salaries paid by your institution. CUPA salaries should be listed from the comparison table that most nearly matches the size and type of your institution. (**General Tables should not be used**.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 1233 Twentieth St., NW, Suite 301, Washington, DC 20036-1250, 202, 429-0311, Ext. 4.

I. Executive

Pos. No.	Title	94-95 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

II. Academic

Pos. No.	Title	94-95 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

III. Administrative

Pos. No.	Title	94-95 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

IV. External Affairs

Pos. No.	Title	94-95 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

V. Student Services

Pos. No.	Title	94-95 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			
	Overall Total			

Important Information Enclosed
Please complete and return by October 1, 1994

CUPA

1994-95 Administrative Compensation Survey

Conducted by

College and University Personnel Association

1233 Twentieth Street, NW
Suite 301
Washington, DC 20036
(202) 429-0311

SURVEY QUESTIONNAIRE PACKET

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1994-95 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE RETURN ONLY THE COMPLETED QUESTIONNAIRE BY **OCTOBER, 1, 1994** IN THE ENCLOSED SELF-ADDRESSED ENVELOPE. **DUE TO THE NATURE OF THE DATA DO NOT FAX YOUR RESPONSE.** IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 429-0311, EXT. 4. DO NOT CALL THE BROOKINGS INSTITUTION.

I. GENERAL

1. Make sure this questionnaire packet includes instructions, a listing of survey positions descriptions, and a questionnaire form.
2. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.
3. Please read the position descriptions before completing the questionnaire. Do not rely on titles only.
4. An identification label is attached to the top of page one of the questionnaire only if your institution participated in either the 1989-90 through 1993-94 surveys.
5. Print or type all information.
6. Do not use abbreviations.
7. Return only the questionnaire form. Do not attach extra pages. Please be sure to keep a copy of the completed questionnaire for your files.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS

(Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

Note: If your institution participated in the 1989-90 through 1993-94 surveys, there will be an identification label attached to the top of page one of the questionnaire.

1. **FICE Identification Code** (Federal Interagency Commission on Education) - Please fill in your institution's FICE Code. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical identification purposes. Refer to the *HEP Higher Education Directory* if you are not sure of the correct FICE Code. If you do not have access to this directory or do not know the correct FICE Code, please leave blank.
2. **Name of Respondent** - Please provide the name, title, and telephone number of the person completing the questionnaire.
3. **Address** - Fill in your institution's full name and address including city, state, and zip code.
4. **Affiliation** - Indicate whether your institution is public, private/religious, or private/non-religious affiliated.
5. **Reporting For** - Indicate whether the data you report is for personnel primarily associated with a single institution, an administrative office of a system (all campuses), a main campus heading a system, or a campus within a system. (Important note: If you check "administrative office of a system," please provide systemwide figures for the four parts to Question 6. If you check "single institution," "main campus heading a system" or "campus within a system," provide individual figures in Question 6.)
6. **Size Measures** - Provide four answers, one for each space, indicating your institution's total full-time equivalent student enrollment, faculty, administrative staff (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO-6 Report), and total operating budget. Total operating budget includes the total institutional budget including research funds but excluding capital funds. (Refer to comptroller of your institution for this figure.)

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary of Position Descriptions" that follow. Also, please note the following:

- Report salaries effective as of **September 15, 1994**. Report only current information despite the possibility of future or pending salary changes.
- Include only salaries of employees on the institution's payroll.
- Do not include data for a position that is less than 50% time. Report all salaries based on 100% effort (Annualized Salary).
- If you do not have a comparable position for any of the positions surveyed, simply leave that position space blank.
- If the position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/ recruiting.
- If a person holds more than one positions title, do not report his/her salary twice, but report the salary under the position that best fits the description.

- For institutions which have several incumbents holding the same titled position, please average those salaries and do not report data on internal/external promotion, sex and minority status. Do not put salary figures in for each incumbent holding the position, likewise, do not put ranges of salaries.

Do not add any positions on the questionnaire nor attach extra pages. If you have any comments or suggestions on the positions or would like certain positions added, please send your comments to the CUPA Administrative Compensation Survey Committee in care of CUPA National Office, 1233 Twentieth Street, NW, Suite 301, Washington, DC 20036.

ANNUALIZED SALARY. Indicate the full-time annualized salary for each position. Report all salaries full-time (100%) effort. For example: your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the annualized salary.

REPORTING RELATIONSHIP. Please indicate the senior position to which each position reports by writing in the position code number of that senior position. The senior position code number must be taken from another position surveyed. For example, the Director of Affirmative Action/Equal Employment is position number 307.00. If that person reports to the Chief Personnel/Human Resources Officer, position number 306.00, you would write 306.00 in the reporting relationship column next to Director of Affirmative Action/Equal Employment. Please leave the reporting relationship column blank if the person in a position does not report to a higher position (e.g., Chief Executive Officer of a System does not report to a higher position).

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 1-6 months = 0 years; 7 to 12 months = 1 year; and 5 years, 2 months = 5 years.

HIRE. The survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Afro-American; Native American/American Indian; Asian American/Oriental; or Hispanic American.

PLEASE RETURN THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1994.
FOR YOUR CONVENIENCE, A SELF-ADDRESSED ENVELOPE IS ENCLOSED TO BE RETURNED TO:

CUPA SURVEYS
BI-SSCC
1775 MASSACHUSETTS AVENUE, NW
WASHINGTON, DC 20036

Note: Your timely response is greatly appreciated.
The October 1 return date will not be extended.

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1994-95 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported. Please note: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. Combined responsibility positions such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid are listed here the same as individual positions. If you have comments or suggestions on the positions, please send them to the Administrative Compensation Survey Committee in care of the CUPA National Office.

EXECUTIVE

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

101.10 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.10 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

103.00 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.00 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

201.10 ASSOCIATE CHIEF ACADEMIC OFFICER: The second senior administrative official responsible for the direction of the academic program of the institution.

202.00 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

203.00 DIRECTOR, LIBRARY SERVICES: Directs all activities of the institution's libraries. Functions directed typically include personnel, public services, collection development, acquisitions, technical services, and special collections.

203.20 ACQUISITIONS LIBRARIAN: Senior person responsible for managing the ordering and receipt of library materials in all formats.

203.30 CHIEF TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving acquisitions, processing, bibliographic control, cataloging, presefvation, etc.

203.40 CHIEF PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (reference, interlibrary loan, circulation, bibliographic instruction).

203.50 REFERENCE LIBRARIAN: Senior person responsible for facilitating access to information by students, faculty, and staff ad for developing a collection of reference resources in all formats (including electronic).

203.60 CATALOG LIBRARIAN(S): The administrative official(s) responsible for making all library materials accessible by providing descriptive records, subject headings, and classification numbers.

204.00 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

204.10 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.00 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multimedia learning devices.

206.00 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

207.00 DIRECTOR, INTERNATIONAL EDUCATION: The senior administrative official who directs all activities of the institution's international education programs. Functions directed typically include international studies, English study, international visitors, visa certification, education abroad, and international student admissions.

207.10 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

208.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic/research computing activities.

208.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institutions academic computing activities.

209.00 DIRECTOR, SPONSORED RESEARCH AND PROGRAMS: Directs the administrative activities for externally funded grants and contracts including funding source identification, institutional review and sign-off of proposals; negotiates contracts; develops research policy and other like activities.

210.00-242.00 DEAN OR EQUIVALENT ADMINISTRATIVE TITLE (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

243.00 DIRECTOR, CONTINUING EDUCATION: Directs all activities of the institution's continuing education operation including both on and off-campus programs.

ADMINISTRATIVE

301.00 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

301.01 CHIEF ADMINISTRATION OFFICER: The senior administrative official responsible for administrative affairs. Functions supervised typically include purchasing, physical plant management, property management, personnel services, administrative computing, auxiliary enterprises, and related matters.

301.02 CHIEF FINANCIAL OFFICER: The senior administrative official responsible for the direction of financial affairs. Functions supervised typically include investments, accounting, budgets, and related matters.

301.10 DIRECTOR, ENVIRONMENTAL HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.20 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

302.00 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.00 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long range planning unless there is a separate planning officer.

303.10 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

304.00 CHIEF PLANNING & BUDGET OFFICER: This position combines the major duties and responsibilities as defined in 302.00 and 303.00.

305.00 GENERAL COUNSEL: The senior administrative official responsible for managing the legal affairs of the institution. Functions typically include legal advises to the corporate board and President/Chancellor, management of matters in litigation, and supervision of both inside and outside counsel. Often serves as liaison to regulatory and legislative bodies, courts and Attorneys General. (Do not report unless on institution's payroll).

305.10 STAFF ATTORNEY(S): The administrative official(s) responsible for providing day-to-day advice and guidance to all elements of the institution, under supervision of the General Counsel.

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

306.10 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.20 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

306.30 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

306.40 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity in a nonunion setting.

306.50 MANAGER, LABOR RELATIONS: Advises management, faculty and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances and recommends policies.

306.60 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

306.70 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audits, salary surveys, and monitors the pay plan.

306.80 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

307.00 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the university wide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

307.10 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

308.00 DIRECTOR OF PERSONNEL AND AFFIRMATIVE ACTION: This position combines the major duties and responsibilities as defined in 306.00 and 307.00.

309.00 CHIEF INFORMATION SYSTEMS OFFICER: Directs the institution's major academic and administrative computing activities and voice and data communications.

309.10 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

309.20 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

309.30 SYSTEMS ANALYST (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.

309.50 PROGRAMMER ANALYST (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgment.

310.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

310.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

312.00 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

312.10 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

312.20 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.30 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.40 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

312.5o MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

312.60 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.00 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

313.10 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

314.00 DIRECTOR ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

314.10 STAFF ACCOUNTANT (Highest Level): Responsible for maintaining, auditing, inspecting, and reporting *complex* financial records of the institution.

315.00 BURSAR: Custodian of institutional funds.

315.10 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

316.00 DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

316.10 ASSOCIATE DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: The second senior administrative official responsible for central purchasing operations for the institution.

317.00 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

317.10 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

318.00 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

319.00 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically includes food service, bookstore, housing, vending, student unions, and printing, but may include a variety of services and operations.

319.10 MANAGER, MAIL SERVICES: Responsible for operation of campus mail services including pick-up and delivery of materials, metering of bulk mail and acquisition of postal permits as needed.

320.00 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

321.00 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

322.00 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.00 is the same official as 202.00, please ignore 322.00).

322.10 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.20 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center faculty.

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EXTERNAL AFFAIRS

401.00 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

401.10 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.20 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.30 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

401.40 DIRECTOR, PLANNED GIVING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.00 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.10 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER: This position combines the major duties and responsibilities as defined in 401.00 and 402.00.

404.00 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

405.00 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS: This position combines the major duties and responsibilities as defined in 403.00 and 404.00.

406.00 DIRECTOR, MAJOR GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

407.00 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laypersons of the support church(es). (This does not include "chaplain.").

408.00 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

409.00 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.10 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

409.20 MANAGER, PRINTING SERVICES: Responsible for operation of campus printing services including offset printing and bulk xerographic reproduction.

410.00 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

411.00 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.00 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of student services and student life programs. Functions typically include student counseling and testing, career development and placement, student union, campus/student activities, minority student support programs, residence life, and related functions.

501.10 ASSOCIATE CHIEF STUDENT AFFAIRS OFFICER: The second senior official responsible for the direction of student services and student life programs.

501.50 DEAN OF STUDENTS: Reports to the Chief Student Affairs Officer and is responsible for such functions as student activities, housing, discipline, orientation, etc.

502.00 CHIEF ADMISSIONS OFFICER: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

502.10 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

502.20 ADMISSIONS COUNSELOR: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g., recruiting, records).

502.30 ACADEMIC ADVISOR: Advises undergraduate students in the construction of schedules and core curriculum, major, and elective requirements. Assists in registration and drop/add, approves AP credit, and approves transfer credit to satisfy curriculum requirements.

503.00 DIRECTOR, ADMISSIONS & REGISTRAR: This position combines the major duties and responsibilities as defined in 502.00 and 504.00.

504.00 REGISTRAR: The administrative official with principal responsibility for student registrations and records. Functions typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters.

504.10 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.20 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g., military/VA registration, international registration).

505.00 DIRECTOR, ADMISSIONS AND FINANCIAL AID: This position combines the major duties and responsibilities as defined in 502.00 and 506.00.

506.00 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

506.10 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

507.00 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

507.10 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

508.00 DIRECTOR, STUDENT HOUSING: Senior official responsible for the direction of all residence hall operations for students. May also administer off-campus housing programs.

508.10 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

508.20 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

508.30 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

509.00 DIRECTOR OF UNION AND STUDENT ACTIVITIES: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities and coordination of all student activities and supervision of student organizations.

510.00 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.00 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

511.10 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

512.00 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

513.00 DIRECTOR, CAREER DEVELOPMENT AND PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

514.00 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

514.10 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

515.00 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

516.00 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

517.00 DIRECTOR, CAMPUS MINISTRIES: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

518.00 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.00 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

520.00 DIRECTOR, MEN'S ATHLETIC PROGRAMS: Directs intramural and intercollegiate athletic programs for men only. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.00 DIRECTOR, WOMEN'S ATHLETIC PROGRAMS: Directs intramural and intercollegiate athletic programs for women only. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.00 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

523.00 CHIEF, ENROLLMENT MANAGEMENT: Administrative official responsible for the development of marketing plans for the recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration, and advising.

524.00 DIRECTOR, MINORITY AFFAIRS: Responsible for the direction of counseling programs, cultural affairs, remedial and support programs, and invites minority speakers to campus. May also be responsible for minority housing and intercultural centers.

525.00 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) noncredit conferences and seminars.

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE IN THE ENCLOSED SELF-ADDRESSED ENVELOPE.

SURVEY DUE OCTOBER 1, 1994

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and mail by October 1, 1994 in the enclosed self-addressed envelope. If you have any questions, call CUPA at (202) 429-0311, Ext. 4.

INSTITUTIONAL IDENTIFICATION

1. **FICE Code** _____

2. **Name of Respondent**

Respondent _____ Title _____

Telephone _____ Fax _____

3. **Address**

Name of Institution _____

Address of Institution _____

City _____ State _____ Zip _____

4. **Affiliation** (check one)

a. _____ Public
b. _____ Private (religious)
c. _____ Private (non-religious)

5. **Are You Reporting For:** (check one)

a. _____ A single institution
b. _____ An adminstrative office of a system (all campuses)
c. _____ A main campus heading a system
d. _____ A campus within a system

6. **Size Measures** (This information must be completed so that your institution can be categorized in the survey results.)

Please note for the following four questions: If you checked "administrative office of a system" in Number 5 above, then please answer the questions below with systemwide figures. If you checked either " a single institution," "a main campus heading a system" or "a campus within a system," supply individual campus figures.

a. _____ Total full-time equivalent ENROLLMENT.
b. _____ Total full-time equivalent FACULTY.
c. _____ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by the EEO-6 Report.)
d. _____ Total 1994-95 BUDGET - Please indicate total dollar figure in millions (i.e., $1.2 million or $1,200,000.) Budget includes the total institutional budget including research funds but excluding capital funds. (Refer to comptroller of your institution for this figure.)

7. What is the average percentage pay increase for your administrative staff for salary year 1994-95? (i.e., exempt positions, as defined in question 6c). _____

8. Is your institution a member of CUPA? Yes _____ No _____

1994-95
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY

(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g., adding to or crossing out parts of titles). Please do not add positions or attach extra pages.

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
EXECUTIVE						
101.00 Chief Executive Officer of a System/District/ Multicampus Operation (President/Chancellor)				I O	M F	Y N
101.10 Assistant to the President of a System/District/ Multicampus Operation				I O	M F	Y N
102.00 Chief Executive Officer of a Single Institution (President/Chancellor)				I O	M F	Y N
102.10 Assistant to the President/ Single Institution				I O	M F	Y N
103.00 Executive Vice President				I O	M F	Y N
ACADEMIC						
201.00 Chief Academic Officer				I O	M F	Y N
201.10 Associate Chief Academic Officer				I O	M F	Y N
202.00 Chief Health Professions Officer				I O	M F	Y N
203.00 Director, Library Services				I O	M F	Y N
203.20 Acquisitions Librarian				I O	M F	Y N
203.30 Chief Technical Services Librarian				I O	M F	Y N
203.40 Chief Public Services Librarian				I O	M F	Y N
203.50 Reference Librarian				I O	M F	Y N
203.60 Catalog Librarian(s)				I O	M F	Y N
204.00 Director, Institutional Research				I O	M F	Y N
204.10 Associate Director, Institutional Research				I O	M F	Y N

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1994-95 Ad Comp Survey

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
205.00 Director, Educational Media Services				I O	M F	Y N
206.00 Director, Learning Resources Center				I O	M F	Y N
207.00 Director, International Education				I O	M F	Y N
207.10 Director, International Studies Education				I O	M F	Y N
208.00 Director, Computer Center Operations/ Academic				I O	M F	Y N
208.10 Associate Director, Computer Center Operations/Academic				I O	M F	Y N
209.00 Director, Sponsored Research and Programs				I O	M F	Y N
Deans						
210.00 Architecture				I O	M F	Y N
211.00 Agriculture				I O	M F	Y N
212.00 Arts and Letters				I O	M F	Y N
213.00 Arts and Sciences				I O	M F	Y N
214.00 Business				I O	M F	Y N
215.00 Communications				I O	M F	Y N
216.00 Continuing Education				I O	M F	Y N
217.00 Dentistry				I O	M F	Y N
218.00 Education				I O	M F	Y N
219.00 Engineering				I O	M F	Y N
221.00 Extension				I O	M F	Y N
222.00 Fine Arts				I O	M F	Y N
223.00 Graduate Programs				I O	M F	Y N
224.00 Health-Related Professions				I O	M F	Y N
225.00 Home Economics				I O	M F	Y N
226.00 Humanities				I O	M F	Y N
227.00 Instruction				I O	M F	Y N
228.00 Law				I O	M F	Y N
229.00 Library and Information Sciences				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
230.00 Mathematics				I O	M F	Y N
231.00 Medicine				I O	M F	Y N
232.00 Music				I O	M F	Y N
233.00 Nursing				I O	M F	Y N
234.00 Occupational Studies/ Vocational Education/ Technology				I O	M F	Y N
235.00 Pharmacy				I O	M F	Y N
236.00 Public Health				I O	M F	Y N
237.00 Sciences				I O	M F	Y N
238.00 Social Sciences				I O	M F	Y N
239.00 Social Work				I O	M F	Y N
240.00 Special Programs				I O	M F	Y N
241.00 Undergraduate Programs				I O	M F	Y N
242.00 Veterinary Medicine				I O	M F	Y N
243.00 Director, Continuing Education				I O	M F	Y N
ADMINISTRATIVE						
301.00 Chief Business Officer				I O	M F	Y N
301.01 Chief Administration Officer				I O	M F	Y N
301.02 Chief Financial Officer				I O	M F	Y N
301.10 Director, Environmental Health and Safety				I O	M F	Y N
301.20 Director, Telecommunications				I O	M F	Y N
302.00 Chief Planning Officer				I O	M F	Y N
303.00 Chief Budgeting Officer				I O	M F	Y N
303.10 Associate Budget Director				I O	M F	Y N
304.00 Chief Planning & Budget Officer				I O	M F	Y N
305.00 General Counsel				I O	M F	Y N
305.10 Staff Attorney(s)				I O	M F	Y N
306.00 Chief Personnel/Human Resources Officer				I O	M F	Y N

1994-95 Ad Comp Survey

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
306.10 Associate Director, Personnel/Human Resources				I O	M F	Y N
306.20 Manager, Benefits				I O	M F	Y N
306.30 Manager, Training and Development				I O	M F	Y N
306.40 Manager, Employee Relations				I O	M F	Y N
306.50 Manager, Labor Relations				I O	M F	Y N
306.60 Manager, Employment				I O	M F	Y N
306.70 Manager, Wage and Salary/Manager, Compensation				I O	M F	Y N
306.80 Manager, Personnel Information Systems				I O	M F	Y N
307.00 Director, Affirmative Action/Equal Employment				I O	M F	Y N
307.10 Associate Director, Affirmative Action/Equal Employment				I O	M F	Y N
308.00 Director, Personnel and Affirmative Action				I O	M F	Y N
309.00 Chief Information Systems Officer				I O	M F	Y N
309.10 Associate Director, Computer Center				I O	M F	Y N
309.20 Data Base Administrator				I O	M F	Y N
309.30 Systems Analyst (Highest Level)				I O	M F	Y N
309.50 Programmer Analyst (Highest Level)				I O	M F	Y N
310.00 Director, Computer Center Operations/ Administrative				I O	M F	Y N
310.10 Associate Director, Computer Center Operations/ Administrative				I O	M F	Y N
312.00 Chief Physical Plant/ Facilities Management Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
312.10 Associate Director, Physical Plant/Facilities Management				I O	M F	Y N
312.20 Manager, Landscape and Grounds				I O	M F	Y N
312.30 Manager, Building Maintenance Trades				I O	M F	Y N
312.40 Manager, Technical Trades				I O	M F	Y N
312.50 Manager, Custodial Services				I O	M F	Y N
312.60 Manager, Power Plant				I O	M F	Y N
313.00 Comptroller				I O	M F	Y N
313.10 Manager, Payroll				I O	M F	Y N
314.00 Director Accounting				I O	M F	Y N
314.10 Staff Accountant (Highest Level)				I O	M F	Y N
315.00 Bursar				I O	M F	Y N
315.10 Associate Bursar				I O	M F	Y N
316.00 Director, Purchasing/ Materials Management				I O	M F	Y N
316.10 Associate Director, Purchasing/Materials Management				I O	M F	Y N
317.00 Director, Bookstore				I O	M F	Y N
317.10 Associate Director, Bookstore				I O	M F	Y N
318.00 Director, Internal Audit				I O	M F	Y N
319.00 Director, Auxiliary Services				I O	M F	Y N
319.10 Manager, Mail Services				I O	M F	Y N
320.00 Director, Campus Security				I O	M F	Y N
321.00 Director, Risk Management and Insurance				I O	M F	Y N
322.00 Administrator, Hospital Medical Center				I O	M F	Y N
322.10 Director, Medical Center Public Relations/Affairs				I O	M F	Y N

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Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
322.20 Director, Medical Center Personnel				I O	M F	Y N
EXTERNAL AFFAIRS						
401.00 Chief Development Officer				I O	M F	Y N
401.10 Director, Annual Giving				I O	M F	Y N
401.20 Director, Corporate/ Foundation Relations				I O	M F	Y N
401.30 Coordinator, Resource Development				I O	M F	Y N
401.40 Director, Planned Giving				I O	M F	Y N
402.00 Chief Public Relations Officer				I O	M F	Y N
402.10 Director, Governmental/ Legislative Relations				I O	M F	Y N
403.00 Chief Development and Public Relations Officer				I O	M F	Y N
404.00 Director, Alumni Affairs				I O	M F	Y N
405.00 Director, Development and Alumni Affairs				I O	M F	Y N
406.00 Director, Major Gifts				I O	M F	Y N
407.00 Director, Church Relations				I O	M F	Y N
408.00 Director, Community Services				I O	M F	Y N
409.00 Director, Publications				I O	M F	Y N
409.10 Associate Director, Publications				I O	M F	Y N
409.20 Manager, Printing Services				I O	M F	Y N
410.00 Director, Information Office				I O	M F	Y N
411.00 Director, News Bureau				I O	M F	Y N
STUDENT SERVICES						
501.00 Chief Student Affairs Officer				I O	M F	Y N
501.10 Associate Chief Student Affairs Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
501.50 Dean of Students				I O	M F	Y N
502.00 Chief Admissions Officer				I O	M F	Y N
502.10 Associate Director, Admissions				I O	M F	Y N
502.20 Admissions Counselor				I O	M F	Y N
502.30 Academic Advisor				I O	M F	Y N
503.00 Director, Admissions & Registrar				I O	M F	Y N
504.00 Registrar				I O	M F	Y N
504.10 Associate Registrar				I O	M F	Y N
504.20 Assistant Registrar				I O	M F	Y N
505.00 Director, Admissions and Financial Aid				I O	M F	Y N
506.00 Director, Student Financial Aid				I O	M F	Y N
506.10 Associate Director, Student Financial Aid				I O	M F	Y N
507.00 Director, Food Services				I O	M F	Y N
507.10 Associate Director, Food Services				I O	M F	Y N
508.00 Director, Student Housing				I O	M F	Y N
508.10 Associate Director, Student Housing				I O	M F	Y N
508.20 Housing Officer/ Administrative Operations				I O	M F	Y N
508.30 Housing Officer/ Residence Life				I O	M F	Y N
509.00 Director of Union and Student Activities				I O	M F	Y N
510.00 Director, Foreign Students				I O	M F	Y N
511.00 Director, Student Union				I O	M F	Y N
511.10 Associate Director, Student Union				I O	M F	Y N
512.00 Director, Student Activities				I O	M F	Y N
513.00 Director, Career Development and Placement				I O	M F	Y N

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Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
514.00 Director, Student Counseling				I O	M F	Y N
514.10 Associate Director, Student Counseling				I O	M F	Y N
515.00 Director, Student Health Services (Physician Administrator)				I O	M F	Y N
516.00 Director, Student Health Services (Nurse Administrator)				I O	M F	Y N
517.00 Director, Campus Ministries				I O	M F	Y N
518.00 Director, Athletics				I O	M F	Y N
519.00 Director, Sports Information				I O	M F	Y N
520.00 Director, Men's Athletic Programs				I O	M F	Y N
521.00 Director, Women's Athletic Programs				I O	M F	Y N
522.00 Director, Campus Recreation/Intramurals				I O	M F	Y N
523.00 Chief Enrollment Management				I O	M F	Y N
524.00 Director, Minority Affairs				I O	M F	Y N
525.00 Director, Conferences				I O	M F	Y N

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1994
to:

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BI-SSCC
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WASHINGTON, DC 20036

Please be sure to keep a copy of the completed questionnaire for your files.

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AK, HI, ID, MT, OR, UT, WA, WY

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